

# Interest Arbitration Awards - Minnesota B.M.S.

January 26, 2017

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (<http://www.mn.gov/admin/bms/arbitration/awards/>).

Interest Awards are listed in order of the date awarded.

## 2016

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
16PN0525	<a href="#">Metropolitan Council (Interest Award)</a> Metropolitan Council Management Ass.	Rolland Toenges	1/18/17	Supervisory & Managerial. Add 2 steps- no-e; Wages: '16-2% on steps-e (u-3%), 2%performance(PGIN)-u (u-3%,e-1.5%), 1.5%pool (PZ)-both; '17-2%steps-u (u-3%, e-1.25%), 2%perfmce-u (u-3%,e-1%) 1.5%pool (PZ)-u (e-1%), Increase Annual Leave-n-e; Retiree passes-n-e; Insurance -e; Retiree insurance-same as active-both.	2016 - 2% 2017 - 2%	Compensation schedule only 3 years old. Any change should be negotiated. Wages-pattern; Leave-existing 32 days. is generous. Retiree passes-not ees therefore no authority to decide. Insurance based on pattern.

**2016**

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
16PN0662	<a href="#">Hennepin County (Interest Award)</a> Hennepin County Sheriff's Deputies	Stephen Befort	12/30/16	Deputies. Parties agreed to wages based on pattern:'16-1.5% to steps, 2.5% to top step; '17-1.5% steps, 2.5% top step;'18 2.5% across the board. Market adjstmnt-1% across the board each year-u (e-0%).	2016 - 3.5% 2017 - 3.5% 2018 - 3.5%	Turnover is 7.73% vs county wide norm of 4.25%. Pay is low vs 7 county area.
16PN0928	<a href="#">St. Louis Park, City of</a> Law Enforcement Labor Services, Inc.	Richard Dunn	12/22/16	Sergeants.Wages'16-2.75%-u(e-2.5%) 17-2.75%-e (u-3%); Mrkt. '16-2.5%-u (e-0%), '17-2.75%-u (e-\$.20/hr.). Uniform cleaning language-y-u.	2016 - 5.25% 2017 - 5.5%	Wages - internal pattern not compelling. Award accounts for Sgts predicted pay under pay equity & ranking in external market. Unifrms-limited to contamination.
16PN0726	<a href="#">Marshall, City of (Interest)</a> Law Enforcement Labor Services, Inc.	Harley Ogata	12/10/16	Officers. Limit Arbitrator authority-n-u; Limit time of effect of Arb award-n-u; Bar class action grievances-n-u Prohibit just cause for probationary ees-n-u; Prohibit grievances for probationary ees-n-u; Increase shift pay-n-e; Remove list of uniforms provided-n-u; Eliminate severance n-u; Pay holidays v day off-n-u; Duration-3y u,(e-1yr.); Wages '16 &'17-3% (u-4%,e2.5%) 17-3.25% (u-4%, e-2.75%); Retro-y-u.	2016 - 3% 2017 - 3% 2018 - 3.25%	Proposed language changes failed to offer any compelling reason for change. They are issues more suitable to give & take of bargaining. Wages - external, losing ground to market average. Duration - 1st year finished, 3 years adds to stability of relationship.
16PN0668	<a href="#">Anoka County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Richard Dunn	11/29/16	Dispatchers. 2y-u(e-1y); Wages-'16-0% e (u-2%),'17-0%-e (u-2.75%):Merit '16-2.5%-u (e-2%),'17-2.5%-u (e-2%); Market adj.-no-e(u-\$.75/h); changes to wage schedule-n-u;	Merit Increase two years.	2 years - deputies award & only 1 month left in year. Wages-internal pattern. Merit .5% more than pattern deals with "restrained progression". Market - no problm hiring.Schedule-should be negotiated.
16PN0461	<a href="#">Anoka County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Harley Ogata	11/7/16	Deputies.2 yr-u (e-1y); Wages:'16-0%-e (u-2.5%),'17-0%-e ( u-2.75%); Mrkt Adj. '16-2.5%-u (e-0%, u-asking \$1.50), 2017-2.5%-u (e-0%, U withdrew request but 2.5% is approx 1/2 of \$1.50); Merit-2% & 2%-both; changes to wage schedule-n-u; Range max-'16-4.5%, '17-4.5%-u (e-0%); Change LOA on evaluations-n-u.	2016 - 2.5% 2017 - 2.5%	2 years for stable labor relations. Wages-0% for 2016 is the non-rep pattern. Market adjustment-Sheriff testified 10% vacancies (9 deputies) that he is unable to fill due to wages; 2.5% market & 2% merit increases the range by 4.5% & is how it was handled for 10 years except for 2013.
16PN0950	<a href="#">Winona County (Interest)</a> AFSCME Council 65	Jeffrey Jacobs	11/7/16	County attorney's. Should ees pay 15% toward single health insurance-n	Union's Position	All other ees pay 15%. Internal pattern ignored due to 2 prior arb awards on this issue w/o a quid pro quo for the change.
16PN0817	<a href="#">Dakota County (Interest)</a> Teamsters Local 320	Mario Bognanno	10/15/16	Corrections. Parties agreed to wages. Scheduling for training-n-u; Uniforms '16-\$600-u (e-\$525); '17-\$550-e (u-\$600) Full cost if uniforms changed again?-n-e. Market pay adjustment-n-e.	2016 - 2.5% 2017 - 2.5%	Wages-pattern. Scheduling-"If it ain't broke, don't fix it". New uniforms for 2016. Market adjustment-situation differs from other who received adjustment. Arbitrator discussed approach to cases.

16PN0484	<a href="#">Anoka County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Gil Vernon	10/11/16	Work Release.1 year-e (u-2yr.); Wages 2016-2.0% 2016-2%(e-0%, u-5%);Merit-3%-u(e-2%); new wage system-y-u.		9th arbitration since 1990, all over same issue-WRO vs Det Deputy pay. Creates more reasonable wage relationship.
16PN0637	<a href="#">Blaine, City of (Interest Award)</a> Law Enforcement Labor Services, Inc.	Harley Ogata	9/30/16	Officers:1 yr-e (u-2y); 2016-3%-u (e-2%); Wage schedule modification-n-e; 2nd tier wage plan-n-u; Insurance-\$70-u (e-\$30); Detective pay increase-n-e; Directed Operations Group uniforms-n-e.	2016 - 3%	Duration-lack of data for 2nd yr. Wages- internal (e-officers received more in last contract); Changes to pay plan-rarely awarded. Insurance-no pattern-50% of \$140 increase awarded; Detective pay. & Directed Op Group lack compelling reasons.
16PN0429	<a href="#">Blue Earth County (Interest Award)</a> MN Public Employees Association	Jeffrey Jacobs	9/30/16	Jailers:2 yrs-e (u-3y); wages-both agree; Market increase-n-e; hazard pay-n-e; Change retention schedule on rprmds-n-u; Vac payout only if in good standing-n-u Boot allowance incr-y-u. Shift pay incr-y-u; Lunch break-n-e; FTO pay-n-e.	2016 - 2.5% 2017 - 2.5%	Market increase-high turnover but, reasons other than wages, few if any arbitrators have awarded mkt increases. Issues not awarded lacked compelling rational. Increases awarded to fixed \$ amounts. Discussed why Attorney's court case doesn't apply.
16PN0659	<a href="#">Three Rivers Park District (Interest)</a> Law Enforcement Labor Services, Inc.	Joseph Daly	8/16/16	Officers. Wage reopener-3%-u (e-1%).	2016 - 3%	External comparison to Stanton 5 & 6. Internal pattern is 1%.
16PN0318	<a href="#">Minnesota, State of (Interest Award)</a> MN Government Engineering Council	Gerald Wallin	7/22/16	Engineers. Wages 2015-2.5% + 1% to top step-u (e-2.5%), 2016-2.5% + 1% to top step-u (e-2.5%), Move ESS from grade 7 to 8-n-e. Increase Def. comp match-n-e.	2015 - 3.5% 2016 - 3.5%	Pattern is 2.5%. 1% added to top, MS 43A.18 Subd.8(b) requires a reasonable relationship to outside jobs. Grade incr.&Def. Comp-not compelling.
16PN0469	<a href="#">Benton County</a> Law Enforcement Labor Services, Inc.	Richard Miller	7/11/16	Deputies: 2 yrs (u-3, e-1); 2016-1%Jan, .25%July-e (u-3%); 2017-3%-u (e-2%). Shift pay-\$.15incr to \$.75-e(u-\$1&change hours);Remove 288 hr cap on Vac till end of yr. vs quarterly-u; Insurance-50% of increase each year-e (u-total cost of increase. FTO pay-\$1.50-u (e-.50, 1.00)	2016 - 1.25% 2017 - 3%	Duration-lack of settlements for 2018. Wages-'16 internal,'17external (\$4 below top pay of comps). Out of compliance w pay equity but ER failed to provide data & next report is 2019. Shift hrs-intrn, amt external. Vac bank will exceed pattern. Insurance pattern. FTO-market.
15PN0916	<a href="#">Ramsey County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Richard Miller	6/08/16	Dispatch. Wages-agreed to pattern 2%, 2.5% & 2.6%. Mkt Adjustmnt. '15-0%-e (u-2.9%),'16-0%-e(u-2.9%), '17-2%+2.6% pattern-u (u seeking 2.9% ea yr.; e-0%). Call back & OT liquidation language - n-e.	2015 - 2% 2016 - 2.5% 2017 - 4.6%	Market adjustment-follows market based awards given to Commanders & Deputies. Call back & OT liquidation-union failed to meet burden necessary for change.
15PN0673	<a href="#">Ramsey County (Interest Award)</a> Law Enforcement Labor Services, Inc.	James Lundberg	4/24/16	Deputies. Wages: '15-2%,'16-2.5%, 17-2.6% - both. Market adjustment: 15-1.2\$, '16-1%, '17-1% - u (e-0%).	2015 - 3.2% 2016 - 3.5% 2017 - 3.6%	Wages based on pattern. Market adj.- external; pay equity predicted pay; and Commander Feb 2016 award for 3.2%.
15PN0566	<a href="#">Hutchinson, City of (Interest Award)</a> MN Public Employees Association	Stephen Befort	3/23/16	Police. Wages-u (u-3,3; e-2,2); Shift Differential-n-e; OT-count vac as hours worked-n-e; Language-eligible for wage increase despite discipline-u.	2015 - 2.25% 2016 - 2.25%	Wages external average. Shift Differential & OT lacked compelling reasons for change. Language-existing practice. Discussion of Arbitration Standards.

15-PN-0621	<a href="#">Carver County (Interest Award)</a> AFSCME Council 65	Charlotte Neigh	2/22/16	Attorneys. PTO donation-n-e. Severance update-e; wages '15-0%, '16-2%-e (u-5%, 5%); performance pay-up to 4.25%-e (u-7%), increase after prob-u; prorating merit-n-u; add language on eligibility for merit-n-u; delete obsolete lang re PFP plan-y-e.	2015 - 0% 2016 - 2.0%	PTO donation-not fully developed, failed to show need. Severance-eliminates obsolete language, Wages & merit-pattern, Remaining awards based on internal patterns.
16PN0020	<a href="#">Ramsey County (Interest Award)</a> Law Enforcement Labor Services, Inc.	James Lundberg	2/20/16	Commanders. '15-2%-e(u-3%), '16-2.5%-e(u-4%), '17-2.6%-e(u-5.1%), increase POST lic.pay-n-e; Mkt adj. '15-3.2% + 2% pattern-u (e-0%)	2015 - 5.2% 2016 - 2.5% 2017 - 2.6%	Wages-internal pattern. Market adjstmnt 3.2% based on pay equity underpaymnt. Award compares cities to counties.
15-PN-0624	<a href="#">Nobles County (Interest Award)</a> Teamsters Local 320	Roland Toenges	2/19/16	ER implemented a new pay plan & offered the awarded wages. U seeking additional \$1.50 hr. shift pay for jail- no.	2015 - 1% 2016 - 2.25% 2017 - 2.5%;	Internal pattern; no one else in Co. has shift pay; Miller (Jan. 2016) did not award shift pay to Sgts.
15-PN-0652	<a href="#">Clearwater County (Interest)</a> Teamsters Local 320	Jeffrey Jacobs	1/13/16	Communication officers. ER seeking to change 65/35 split for family Insurance to the ER's 50/50 pattern.	No change	No quid pro quo nor compelling reason for change. 2 prior arbs supported the Union. Teamsters have their own insurance plan.
15-PN-0458	<a href="#">Nobles County (Interest Award)</a> Teamsters Local 320	Richard Miller	1/04/16	Jail Sgts. U seeking shift differential.	Not awarded.	No quid pro quo nor compelling need & no one else in county has benefit.

## 2015

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
15-PN-0326	<a href="#">Freeborn County (Interest Award)</a> Teamsters Local 320	Richard Miller	12/27/15	Dispatchers-taken over by County-1st. contract. Step placement-e; wages-b; step movement-e (u objected to listing part-time); OT over 40hrs-e (u-in excess of shift); OT by seniority-n-e; 120 hrs comp time-u; working alone pay-u; call back-n-e; shift diff hrs-e; Vac/sick transition balance-n-e; vac accrual-e; holiday pay-u Severance to count city time-n-e; life ins-u	2015 - 2.25% 2016 - 2.25%	Wages-both parties agreed to pattern. Other awards based on existing Sheriff's Dept. contract patterns. Wrking alone pay- no one else in county familiar with city's system-no one to give breaks. Transition denied because city bought out benefits.  Part-time definition-e; definitions of OT, scheduled shift, and breaks-n-e.
15-PN-0251	<a href="#">Brooklyn Park, City of (Interest Award)</a> AFSCME Minnesota Council 5	Stephen Befort	6/12/15	1st contract P.T. FF. 2 yrs-u (e-1yr); Wages-u (e seeking steps based on hrs vs yrs.); U & ER Security-u; Out of class pay-u; Certifications-u; Seniority-e; Call Back-e; Hol.-e; Residency-e; Discipline and Work Schedules-split.	2016 - 2.5%	Wages same as full time FF. ER seeking steps based on hrs. vs yrs.-awarded yrs., but longer than u request. U seeking Insurance,Severance, Sick, IOD, Light Duty, Jury Duty & Bereavement-awarded if ees work 20 hrs/wk. (ER current policy).

14-PN-0350	<a href="#">Carlton County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Miller, Richard	6/03/15	Sheriff's Supervisory - 1st contract. Wages: '13-1.75%-e(u-4%), '14-2.25%-e (u-4%), '15-4%-e&u agreed.	2013 - 1.75% 2014 - 2.25% 2015 - 4.0%	Wages internal pattern. U seeking to increase differential (5.28%) v deputies. ER conducting mrkt study-"wait for study".
14-PN-0916	<a href="#">Wabasha County (Interest Award)</a> Teamsters Local 320	George Latimer	4/13/15	Deputies. Wages: '14 - 4.84% (1.5%+ 3.34% mkt adj.)-u (e-1.5%), '15 - 2%-e (u-3%), '16 - 2.5%-e (u-3%). Shift Diff \$.55-u (e-offered if receipts for uniforms); Comp bank from 120 to 150 hrs?-n-e. Court Cancel fee-n-e; IOD from 3 to 6m-n-e. Increase travel food allowance-n-e; Receipts for uniform allowance-n-u.	2014 - 4.84% 2015 - 2% 2016 - 2.5%	Wages-'14 external market, '15&'16 - internal pattern. Shift Diff.- same as jail & dispatch. Retro despite ER claim they can't compile necessary records. Comp bank-internal & external. Court cancellation fee-no compelling reason/ IOD- external average. Food & Uniform no compelling reason for change.
15-PN-0011	<a href="#">Hennepin County (Interest Award)</a> Hennepin Co. Sheriff's Suprv. Assn.	Harry Crump	4/11/15	Wages-2014 & 2015-2.5%, 2.5%-e u-2.5% +1% to top each year); Holiday pay - n-e.	2014 - 2.5% 2015 - 2.5%	Wages-pattern. Deputies 2.5%+1% due to double digit turnover-valid reason for exceeding pattern. No suprv get Hol pay.
14-PN-1233	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	James Laumeier	3/21/15	Dispatchers. U-change merit pay plan to longevity plan-n-e; Wages-0%,0%-e (u-4%,4%); Merit-3%,3%-u (e-0%,2%); Shift leader 5%-u (e-3%); 3.5 hours required for shift lead pay-e (u-all hours); Seniority bidding-n-e; Paid lunch-n-e	2014 - 0% 2015 - 0%	Radical action should be negotiated. Wages-internal pattern & mkt ranking. Merit-dire internal inequity & malfunction of merit pay re movement. Shift leader-current practice. Seniority/Lunch-efficient & effective operations favor ER position.
14-PN-1127	<a href="#">Crow Wing County (Interest Award)</a> Law Enforcement Labor Services Inc.	Rolland Toenges	2/28/15	Deputies. Duration-3y-u (e-2y); Wages-u (u seeking 3% each yr w steps;E-0% each year w steps). 7 of 11 units on pay for performance vs steps.	2014 - 2.5% 2015 - 2.44% 2016 - 2.33%	Duration - already in middle of 2nd year. Wages-ER positon is major departure. Discusses performance vs steps & turnover gain. Wages=Internal cost average.
14-PN-1018	<a href="#">Crow Wing County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Miller, Richard	2/05/15	Corrections. 2 yrs.-e (u-3y); Wages-0% w steps each yr-e (u-3.5%+steps per y). Those at top- no step but 3.5% each yr. Longevity-n-e (u seeking new benefit).	2014 - 0% 2015 - 0%	Duration-intrnl Wages based on pay for performnc cost-no external wage pattern. 3.5% for those at top due to no access to step. Longevity-no compelling reason.
14-HN-0839	<a href="#">Cook County Hospital (Interest Award)</a> Minnesota Nurses Association	Janice Frankman	1/24/15	Wages: '14-3%-u, '15-2%-u (ER wanted to reclassify nurses. Hospital nurses 1.75% each vr. all others .75% each vr.). Insurance retain 85/15 split-u (ER 80/20); Discretionary leave-n-ER; Longevity-n-ER.	2014 - 3% 2015 - 2%	Wages-external pattern & ER's proposal required creation of new classifications. Insurance-internal pattern. Leave - no compelling reason. Longevity-should be dealt with at bargaining table.
14-PN-0683	<a href="#">Winona County (Interest Award)</a> AFSCME Council 65	James Lundberg	1/19/15	Attrnys. Add 2 3% steps-y-u;'14-1.25%-u(e-1%); '15,'16-agreed amnt; Single Insurance 5%-n-u; Grade advance language-n-e; Indemnification-n-e; Private rep for grievances-n-e	2014 - 1.25% 2015- 1%, 1% 2016- 2%, 1%	Steps-no pattern re # of steps, low pay per pay equity & market. Wages-2 other groups received 1.25%; '15 &'16 agreed. All on Single Ins-no Fam subsidy needed. No compelling need for other issues.

2014

BMS #

	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
14-PN-0892	<a href="#">Beltrami, County of (Interest Award)</a> Teamsters Local 320	Jacobs, Jeffrey	12/18/14	Attorneys. Wages-e (both agreed to %, step 17 vs 18 awarded - 7% difference for 3 yrs-e). Court prep time-n-e; Clothing allowance-n-e; Increase longevity-n-e.	2014 - 1% 2015 - 2% 2016-1.5/1.5%	Wages-pattern based on implementing Springsted study. Court & clothing new benefits, failed to show need or quid pro quo. Longevity - internal, tied to investigators.
14-PN-1156	<a href="#">Anoka County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Miller, Richard	12/17/14	Investigators. 2 yrs-e (u-3yrs). Wages 0%, 0%-e (u-3%, 3%); Range minimum 2%, 2%-e (u-3%,3%). Merit 2014-2%, 2015-2%-both agreed to amount.	2014 - 0% 2015 - 0%	Duration-internal, Wages-internal & external. Small groups viewed as followers v leaders. ER's need to efficiently manage give weight to financial constraint v inability to pay proof.
14-PN-1305	<a href="#">Lakeville, City of (Interest Award)</a> Law Enforcement Labor Services, Inc.	Anderson, Richard	12/09/14	Officers. Wages 2014-2%-e (u-3%), 2015-3%-u (e-2%).	2014 - 2% 2015 - 3%	No pattern. Sgts received market adjustment 3%, 3%. Award maintains historic differential.
14-PN-0713	<a href="#">Sherburne County (Interest Award)</a> Law Enforcement Labor Services, Inc.	Moeller, Lon	11/24/14	Corrections. Remove June restriction on bidding-n-e. Travel time for call back-n-e. Training travel pay-y-u. '14-2%-e (u-12%) 15-2%-both. Change range mvmt-n-u. Bar grievances re range movement-n-u.	2014 - 2% 2015 - 2%	Wages-internal pattern. Travel time issues explore FLSA & Imada v City of Hercules (9th Circuit Ct). Call back-ee's not on-call so not mandatory. Training-covered in policy. Other requests are not compelling.
14-PN-1086	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Lundberg, James	11/9/2014	Work Release. Uniforms-+\$50-u (e-no change); Add shoes to allowance.-no-e; Wages-1.5%, 1.5% (u-3%,3%; e-0%,0%; Merit -2%,2%-e (u-3%,3%).	2014 - 1.5% 2015 - 1.5%	Uniform-increase based on replacement cost. Color is only shoe requirement so no additional expense. Wages-external. Merit - internal.
14-PN-0549	<a href="#">Sherburne County</a> Law Enforcement Labor Services, Inc.	Crump, Harry	11/07/14	Supervisors. 2014-2%-e (u-3%+1%July market. adjustment), 2015-2%-e (u-3%); Increase: Longevity PTO; IOD; & Insurance-no-e; rewrite insurance benefits, remove "me too" & assign benefit committee to design ACA plan & 2015 rates-y-e.	2014 - 2% 2015 - 2%	Wages & Insurance - internal pattern. Benefit increases sought by u lacked compelling reasons or quid pro quo. ER had compelling need for changes to insurance benefit language, unlike Benton County arbitration, August 2014
14-PN-0203	<a href="#">Blue Earth County (Interest Award)</a> Minnesota Public Employees Assn	Miller, Richard	11/05/14	Corrections:Sick leave-MN Statute w/o 160 hr limit-u; Wages-ER(u 2.5%,2.5% +mrkt adjustmnts 2.5%,2.5%+drop bottom step, add 2, 3%steps to top.). Lead worker from \$2.50 to \$4/hr.-u. Shift diff \$.25-u Outside POST lic part-time employment-n-e	2014 - 2.5% 2015 - 2.5%	Sick language-no pattern. Wages-both internal & external (discussion-Statutory salary appeal vs Interest Arbitration). Lead pay-same as Deputies&dispatch. Shift pay-new benefit-majority of market. Part-time - management right (liability concern).
14-PN-0525	<a href="#">Minnesota, State of, Unit 1</a> Minnesota Law Enforcement Assn	Schiavoni, Mary Jo	10/28/14	Troopers/BCA/DNR. Wages-e (u-delay 3% until 5th pay period each yr.+2% 25th pay period 2015)	2014 - 3% 2015 - 3%	Internal equity, public policy & other economic factors. U proposal cheaper 1st 2 yrs. But adds \$2 million in rollout cost.
14-PN-1211	<a href="#">Clearwater County</a> Teamsters Local 320	Miller, Richard J.	10/23/14	Communications/Corr. 2014 reopener Insurance \$838-u, (u-\$850, e-\$829). Ees in Teamster's Insurance plan.	Union's position	Contract 2013-2015. Pattern 50% increase & full single. U plan blends single/family. Kept 65/35-1yr. (ER saves vs own Insur cost).



14-PN-0643	<a href="#">Golden Valley, City of</a> Law Enforcement Labor Services, Inc.	Toenges, Rolland	9/22/14	Sergeants. '14-2.5%-e (u-2.5%+4% adjustment) '15-2.5%-both. Court 6 hr. minimum-n-e, Call in to wrk Hol 2x-no-e	2014 - 2.5% 2015 - 2.5%	Wages-internal pattern. Sgts. Seeking 4% market adjustment officers received, but study didn't warrant one. Negotiate other items.
14-PN-0367	<a href="#">McLeod County</a> Minnesota Public Employees Assn.	Johnson, John	9/21/14	Deputies. 3yrs-e (u-2yrs); retro pay to current ees only-e; COLA-0% each yr-e (u-2%/yr.), Range-2%+\$0.20/hr ea yr-e (u-3%/yr.); 3% for BA-n-e; Incr Invst pay-no-e; ERU, Trainer, &Longevity pay-n-e; Major Hol 2Xpay-n-e, Tuition reimbrs-n-e FLSA OT-n-u; Sick tied to FMLA-n-u.	2014- 2%+.20 2015- 2%+.20 2016- 2%+.20	Wages - internal pattern. All other items lack either a compelling reason for the change or any offer of a quid pro quo.
14-PN-0820	<a href="#">Crystal, City of</a> Law Enforcement Labor Services, Inc.	Johnson, John	9/19/14	Officers. Wages 2014-2%-e (u-3%); 2015-2.5% (e-2%, u-3%). 2014 Market Adjustment of 2%-n-e.	2014 - 2% 2015 - 2.5%	2014 internal with only 1 settlement. For 2015 external (note: city did budget 2.5% for 2015.)
14-PN-0534	<a href="#">Hibbing, City of</a> Minnesota Association of Professional Employees	Miller, Richard J.	9/15/14	'14-\$.80/hr-u (e-1.5%); '15-2%+\$0.30-u (e-1.5%); '16-2.25%+\$0.30-u (e-1.75%). Longevity bonus for all in 2014 of 1%-u. Insurance & VEBA-positions the same. Increase Severance& Layoff notice-no-e; Police & Fire Chief Uniforms-n-e.	2014 - \$.80/hr 15-2%+\$0.30/h 16-2.25%+.30	Historical relationship w AFSCME maintained. MAPE=9.63% vs AFSCME 10.57%. Severance - one part of request differed from AFSCME + expense. Layoff currently is same as AFSCME. Uniforms - no requirement to wear them.
14-PN-0711	<a href="#">Benton County</a> Law Enforcement Labor Services, Inc.	Gordon, Paul	8/21/14	Deputies. 2yrs-u (e-3y); '14-1%-e (u-3%),'15-1%Jan+.25%July-e (u-3%); Incr. Shift Diff-n-e; Change OT-n-u; Change Holiday for p.t.& premium-n-u; Incr Vac bank-n-e; 'ACA insurance reopener-n-u.	2014 - 1% 2015 - 1.25%	Duration-ER offered no incentive for extra yr. Wages-internal pattern & pay equity compliance. All other items failed due to no compelling reason nor any quid pro quo.
14-PN-0356	<a href="#">Pioneerland Library System</a> AFSCME Minnesota Council 65	Jacobs, Jeffrey	7/16/14	Wages: U seeking 2%+steps each yr. E-1%,no steps-offered 2% if no steps-e Add Floating Holiday-n-e.	2014 - 2% 2015 - 2%	Wages-ER made offer at hearing. Exceeds pattern of non-union. Floating Holiday - no compelling reason nor quid pro quo.
14-PN-0551	<a href="#">Benton County</a> Teamsters Local 320	Jacobs, Jeffrey	7/07/14	Dep/Sgts/Lts, 2014-16. Agreed to wage & insurance pattern at hearing(% unk.) Mkt adj.-n-e; OT, Hol., Unifrm changes-n-u; Affordable Care Act compliance-y-u.		Market adjustment-insufficient evidence. O.T., Holiday, Uniform changes-lack compelling need or quid pro quo for changes. ACA language guarantees no reduction in benefits.
14-PN-0040	<a href="#">St. Paul, City of</a> St. Paul Police Federation	Fogelberg, J.C.	7/05/14	'13 April-1%, Oct.-0.5%-e (u-3% split); '14 April-2%-e (u-3.6% split); '15 Apr.-2.75%-(e-2% Apr.) (u-4.1% Jun/Dec)	2013 - 1.5% 2014 - 2.0% 2015 - 2.75%	'13,'14-pattern.'15 exceeds pattern by +.75%. Over 20 yrs. only 2 P.D. contracts reflected internal pattern. Used Mpls. comparison.
14-PN-0563	<a href="#">Canby, City of</a> Law Enforcement Labor Services, Inc.	Imes, Sharon	6/26/14	Wages 2014-2%-u (e-1.5%), '15-2%-u (e-1.5%). Limit comp accrual to 120hrs.-n-u; VEBA-n-e (u: s-1,000, f-2,000)	2014 - 2% 2015 - 2%	Wages-internal pattern. Comp accrual-no limit in contract. VEBA negotiated out of 2010 contract. Any changes require quid pro quo.
13-PN-0299	<a href="#">Sibley County</a> Minnesota Public Employees Assn	Before, Stephen	3/11/14	Deputies/Jail/Dispatch/Investigators. Wages-e (u-same general incr plus 3% merit each yr.). Comp time & accrual-no change-e; OT change for invstgrs-n-e.	2012 - \$.40 2013 - 2% 2014 - 3%	Wages-internal pattern. Comp time - no compelling need for change (already a leader in comparison group). OT - no compelling reason for change.

13-PN-0286	<a href="#">Freeborn County</a> Minnesota Public Employees Assn.	Lundberg, James	2/24/14	Deputies. Wages-e (u '13-2%, '14-2.5%); Uniforms-no chng-e (u-+\$50); Shift pay-no change-e (u-+\$.25 hr.).	2013 - 1.75% 2014 - 2.0%	Wages-internal pattern. Unfrm allowance-same as sgt's & others in region. Shift pay - same amount as sgt's and all others in county.
13-PN-0840	<a href="#">Wilkin County</a> Minnesota Public Employees Assn.	Neigh, Charlotte	2/13/14	Jailer/Dispatcher. Change comp grp-n-e.; Wages-2%-e (u-3%+\$1); Incr OT accrual 40hr to 80hr-n-e; Uniform provide to cash system-n-e; Shift pay +.25 to \$1-y-u; FTO pay-n-e.	2014 - 2%	Wages-internal & external. Shift pay increase based on comp group average, No compelling reasons provided for any of other proposals
13-PN-0781	<a href="#">Wilkin County</a> Minnesota Public Employees Assn.	Latimer, George	1/29/14	Deputies. '13-3%-e (u-3%+\$2), '14-2%-e (u-3%+\$2); Chief Dep incr \$1/h-no-e; Comp accrual 40h to 80h-no-e; change uniforms from draw to cash-no-e; shift diff from \$.85 to \$1-y-u; FTO pay-n-e; SWAT premium-no-e,	2013 - 3% 2014 - 2%	Wages - internal pattern. Shift differential raised to level comparable with surrounding counties. No compelling reason to award any other requests.
13-PN-0783	<a href="#">Isanti County</a> Law Enforcement Labor Services, Inc.	Miller, Richard J.	1/23/14	Deputies: Duration-3y-e (u-2y); '13-1.5% Apr&1.5%Jul-e (u-1%Jan, 1%Jul); '14-2%Jan-e (u-1%Jan, 1%Jul); '15-1%-e (u-2%); Insurance - e. (effective Mar 2014 vs July 2013-u). Cell phone-no change-u.	2013 - 3% 2014 - 2% 2015 - 1%	Duration-internal pattern. Wages & insurance intrnl pattern. U tried to back load wages so insurance wouldn't change. Cell phone policy -no quid pro quo offered to reduce benefit.
13-PN-0782	<a href="#">Lino Lakes, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard J.	1/13/14	Sergeants. 2014-2%-e (u-2.5%). Insurance-u (full single vs. 90%; H.S.A. \$1,000/2,500 vs.\$750/\$1,500.)	2014 - 2%	Wages internal pattern. Insurance, ER has burden to show change is necessary & reasonable to reduce benefit.

## 2013

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
13-PN-0350	<a href="#">Faribault County</a> Minnesota Public Employees Assn	Kircher, Andrea	12/11/13	Jail & Dispatch. Wages:'12-1.25%-e (u-3%+3% adj),'13-0% (u-1.5%+1.5%). Insur-mandatory single participation-e.	2012 - 1.25% 2013 - 0%	Lowest fund balance in state. Little turnover & no problem hiring. April arbitration for for deputies awarded same internal pattern.
13-PN-0672	<a href="#">Lyon County</a> Law Enforcement Labor Services, Inc.	Miller, Richard J.	12/09/13	Jail Sgts. Add vacation step at 7 yrs of 17d-y-u. (Current 15d until 15yrs.)	Union position	Internal pattern, but egregiously below market. Maximum vacation accrual not increased.
13-PN-0704	<a href="#">ISD 309, Lake of the Woods</a> AFSCME Minnesota Council 65	Miller, Richard J.	11/27/13	Supervisory-1st contract. Normal work week-comb of proposals; Pay for mtgs-no-e; Inclement weather-e; Longevity-u; Vac-e; Sick-combination; Severance-from indiv contracts; Insurance-e, but ees will get their current amts; Dental-no-e. Paydays-e; Salary schedule-no award; wages 2%, 2% based on current pay.	2013 - 2% 2014 - 2%	1st contract. No award on salary schedule due to positions being diverse-should be negotiated in future. Wages-more than amt offered to teachers due to no increases for 6 years. Wages, Insurance & Severance amounts from ees previous individual contracts with district.



13-PN-0704	<a href="#">Forest Lake, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	11/20/13	Officers. Change Discipline lang-n-u; Chng Med Leave-no-u; Unifrms'13-900 14-925-u (e-875,900), '15-no incr-e; Insurance-'13 no incr-e,'14,'15-reopener-u, exclude new ees from 100% plan-n-u; HCSP-15m,20m, 25m-u (e-\$10m); Ed incentive-n-e; Wages-0, 1.5, 2.5-e (u-2,2,2).	2013 - 0% 2014 - 1.5% 2015 - 2.5%	Discipline/Med leave/New ees bar from 100%/ Ed incentive-failure to show problem or offer quid pro quo. Uniforms/HCSP-history of incrs justified awarding more than Sgts negotiated. Insur'13-pattern, '14&'15 deviate from pattern but only a minority of unions settled & unk insurance environment. Wages-pattern.
13-PN-0584	<a href="#">Aitkin County</a> Teamsters Local 346	Frankman, Janice	11/17/13	Jailer/Dispatcher wage reopener. 2013 wages-1.8% (e-0%, u-3%), Reduce years between steps-n-e. Shift diff from \$.20 to \$.68-u. (e-\$.20, u-\$1.00).	2013 - 1.8%	Union pattern 0%+steps; non-union merit plans received 1.8%. No rationale to compare merit to steps so 1.8% awarded. Step change needs negotiation. Shift diff = avg of market.
13-PN-0513	<a href="#">Wadena County</a> Teamsters Local 320	Befort, Stephen	10/18/13	Deputies: 3yrs-e (u-1yr), '13-2%-e (u-3%+\$1.50), '14-3%-e (u-3%+\$1.50), 2015-2.5% (e-2%, u-3%). New mngmt rights & maintenance of standards lang-n-u; Eliminate "me too"-y-e. Uniform increase-u. Insurance-e. Shift diff-change hrs-n-e, +\$.10 to \$.50 hr-u. POST training-n-e.	2013 - 2% 2014 - 2% 2015 - 2.5%	Duration/wages-internal pattern; 3rd yr. 2.5% recognized market. Language changes - lack of compelling need. Insurance & "me too" based on internal pattern. Union wanted ER to pay for PIEP if ees can find cheaper coverage than Co. insurance plan - no, contrary to plan objectives.
13-PN-0331	<a href="#">Albert Lea, City of</a> Minnesota Public Employees Assn	Flagler, John	10/03/13	Wages: 1.75%-e (u-2%+1.5% mkt adjustment)	2013 - 1.75%	Internal pattern.
13-PN-0482	<a href="#">Arrowhead Regional Corrections Board</a> Minnesota Public Employees Assn	Flagler, John	9/23/13	Corrections. 1.5%,1.5% (e-1%,1%; u-2%,2%). Shift diff-no incr-e (u-\$.30/h) Sick leave bank-no-e. Create Sr Shift position-no-e. Bar using reprmd after 2y.	2012 - 1.5% 2013 - 1.5%	Wages extnl avg 1%,1.5%; 2012 +.5% due to prior wage freeze. Creating position-arbitrator has no authority. Reprimnd language written by arbitrator when couldn't award u request.
13-PN-0553	<a href="#">Crow Wing County</a> Law Enforcement Labor Services, Inc.	Johnson, John	9/20/13	Corrections. Wages-e (u-2%,2%); Holiday hours = to shift hours-n-e; IOD language-y-u.	2012 - 0% 2013 - 0%	Wages internal (despite 4 settlement models) Holiday:2 of 5 sheriff groups have benefit-did not show need. IOD-internal & showed need.
13-PN-0590	<a href="#">Dakota County</a> Dakota Cty Attorney Employees Assn.	Gallagher, Thomas	9/18/13	General increase-2%-agree; Merit-e, Salary range-4.5%-u (e-2%).	2013 - 2%	General & Merit-internal. 4.5% Salary range (2.5% behind market (e at 2%) = 4.5%)
13-PN-0305	<a href="#">Eveleth, City of</a> Law Enforcement Labor Services, Inc.	Dunn, Richard	9/13/13	Officers: 3yr-e (u-2); Wages-e (u-3% 2.5%.2.5%); Longevity-\$10m (neither side requested this); Vac carry over to end of following yr-u (e-April); Insur & VEBA contribution-e; Requiring note for Dr visits-no-u; Semi-annual VEBA contrb-e	2013 - 2.5% 2014 - 2% 2015 - 2%	Duration internal pattern and eliminates whipsaw bargaining. Wages, VEBA and insurance-internal pattern. U argued low pay v the market if longevity is considered. It was not certified or requested - Arbitrator ruled it is a subset of wages & awarded it.
13-PN-0068	<a href="#">Owatonna, City of</a> Teamsters Local 320	Befort, Stephen	9/11/13	Officers. 2yrs-e (u-3y); '12-1%; '13-Jan 1%, July 0.5% (e-0%, u-3% both yrs). Grievance mediation step-n-u; Allow for 12h shift-n-u; Call back/court 2 to 4h-n-e; FLSA OT-n-u; Comp time-n; Seniority vac-no-u; Holiday-same as Sgts; Insur-e Uniform-n-e;Shift pay-n-e;Wrk comp-n-u	2012 - 1% 2013 - 1.5%	Internal pattern. Lack of compelling reasons for proposed changes. Allowing for 12h shift puts 10h at risk. Comp time-both seeking change-no change. Holiday-sgts awarded even though neither side proposed it.

13-PN-0496	<a href="#">Pine County</a> Teamsters Local 320	Miller, Richard J	8/01/13	Deputies. Wages-reached agreement. 2012 - 1.5% Uniform:'12-\$725-u (+\$25), '13-\$750-u. 2013 - 1.5% Shift diff- update dates-y-u (e-not certified). \$200 bi-weekly Travel Stipend n-e;	Uniform-external comparisons & new uniforms. Shift diff-same benefit, but dates changed. (ER questioned if properly certified?). Travel stipend sought as compensation for losing take home cars - no justification provided.
12-PN-0878	<a href="#">Winona County</a> AFSMCE Minnesota Council 65 Assistant County Attorneys	Paull, David	7/09/13	Wages:'11-0%-e,'12-Jan1%, July1%-e, 2011 - 0% 13-Jan1%, July1%, Oct1%-e. Add 2012 - 2% steps-n-e. Insurance: 95% s, 85% f-n-u. 2013 - 3% Discpl hearing representative language-n-e. Provide legal counsel to defend ee-n-e. U attempt to amend wage position-n-e	Wages: internal settlements & economy. Insur: internal pattern doesn't fit group profile (all on single at 100% so no need to subsidize families). Language items-no compelling reason for change. Final positions may not be withdrawn or amended except by written mutual consent
12-PN-0813	<a href="#">Washington County</a> Minnesota Public Employees Association	Miller, Richard	7/07/13	Jail/Dispatch. Wages-e (u-.5%,.5%). 2012 - 0% Salary range:'12-1.5%, '13-1.5%-e (u-3%, 2013 - 0% 3%). Sgts at least 4% above any supervised ee-n-e. Change Shift pay amt & requirement-no-e. Uniform \$425 to \$530-u Damaged uniform reimbursement grievable-u. Allow Hol. pyramiding-n-e.	Unsustainable to use fund balance to pay for operating expenses. Wages deviate from Deputy arbitration of 12/28/12, but follow internal pattern. Note: Deputies are on steps vs salary ranges for jail/dispatchers. Uniform amount based on historical ratio w Dep. Amnt. (Dep didn't receive uniform increase in arb)
12-PN-1088	<a href="#">Stillwater, City of</a> Law Enforcement Labor Services, Inc.	Powers, Nancy	6/19/13	Sgts: Duration-3yrs-e (u-2y); Wages- 2012 - 0% 12-0%-e (u-3%), '13-14-parties agree; 2013 - 2% Insur-50% inc v \$-u; Vac cash out-n-e; 2014 - 2% Add FI Hol-n-e; Comp time-n-e; Court time-3 hr-u; Seniority bidding-n-e.	May Arb- officers 0%, 3%, 3%. Sgts agreed to city pattern '13-2%, '14-2% but wanted to equal officers 6% total with 2% in '12 - no. Court time 3hrs equals officers. U insurance position closest to current language.
12-PN-1205	<a href="#">Traverse County</a> Law Enforcement Labor Services, Inc.	Scoville, James	6/06/13	Deputies wages: '12-1%-e (u-6.2%) 2012 - 1%	Internal pattern. Insurance used by ER for external compensation comparison.
13-PN-0284	<a href="#">Dakota County</a> Law Enforcement Labor Services, Inc.	Befort, Stephen	6/04/13	Deputies. Wages-e (u'12-2% +5% at 2012 - 0% control point, '13-2%). Merit Matrix: 2013 - 1% 12-0%; '13 base % + lump sum %-e.	Internal pattern. 73% fund balance not a factor. 2 patterns based on level of Insur. coverage. Discussion of Arbitration considerations.
12 PN 1309	<a href="#">ISD 485, Royalton</a> Royalton Federation of Teachers	Latimer, George	5/29/13	Wages-u, (e '12-0%, '13-0%). Mediated. 2012 - 1% agreement of 0%, 2% rejected by ER. 2013 - 1%	Retaining relative standing in comparison group outweighed ability to pay.
12-PN-0968	<a href="#">Wright County</a> Wright County Deputies Association	Befort, Stephen	5/24/13	Wages-e (u-3%,3%,3%); Steps on 2012 - 0% anniv vs Jan 1-no-e; Longevity pay-n-e; 2013 - 0% On call \$30 to \$50-y-u; Court Time 3 2014 - 1% hours-no-e; Uniform \$650,\$675,\$700-e (u-\$70-,\$750,\$800); Incr Vac-no-e; change Vac/Sick use-n-u; Def of child- y-e; Incr Severance-n-e; Funeral Leave- u; Change FI Hol-no-u.	Wages internal - did not change comparison group. Longevity-e, On Call-u, Uniform-e, Vac-e, Def of Child-e Severance-e, all based on internal pattern. Remaining issues failed for lack of compelling reason to change.
13-PN-0089	<a href="#">Dakota County</a> Law Enforcement Labor Services, Inc.	Johnson, John	5/17/13	Sergeants. Wages-e (u'12-2%+5% at 2012 - 0% control point, '13-2%). Merit Matrix: 2013 - 1% 12-0%; '13 base% +lump sum%-e.	Internal pattern. There are 2 patterns based on level of Insurance coverage. County has 73.64% fund balance.

13-PN-0018	<a href="#">Stillwater, City of</a> Law Enforcement Labor Servcies, Inc.	Anderson, Richard	4/07/13	Wages: '12-0%-e (u-3%), '13 & '14-u (e-2%, 2%). Insurance '13-e; '14 reopener.. Limit single to cost of base plan-no-u.	2012 - 0% 2013 - 3% 2014 - 3%	Wages - external - lost ranking since 2006 & only 1 internal settlement. Insurance-internal pattern on amt. Must neg change to single.
12 PN 1191	<a href="#">McLeod County</a> Law Enforcement Labor Services, Inc.	O'Toole, Carol	4/04/13	Wages-e; Range movement '12-1.5% '13-1.75%-u; Top lump sum \$.30,\$.40.	2012 - 0% 2013 - 0%	Sgt wages-internal pattern. Range movement equal to deputies (ER offered \$.30 & \$.40).
12-PN-1086	<a href="#">Faribault County</a> Law Enforcement Labor Servcies, Inc.	Toenges, Rolland	4/03/13	Wages:'12-1.25%, '13-0%-e (u-2.5% '12, 2.5%'13). Health Insurance-e.	2012 - 1.25% 2013 - 0%	Internal pattern, overall economy & fund balance of only 23%.
12-PN-0906	<a href="#">Hennepin County</a> Hennepin County Professional Social Work Supervisory Employees Org	Latimer, George	2/11/13	'12-no step,\$500 lump sum-e(u-steps + 5%);'13-step+1.5%-e (u-steps+5%); on call increase. Pay for license-no-e.	2012 - \$500 2013 - 1.5%	Wages-expanded duties didn't require large wage increase- internal pattern. On call & License based on history & pattern.
12-PN-0906	<a href="#">Brooklyn Center, City of</a> Law enforcement Labor Services, Inc.	Gallagher, Thomas	2/09/13	Wages ('12&'13 u-2%+.05%;e-!%,1%) Longevity-add \$20 to 16yr step-u; Det. pay \$35/m-u; On call-no change-e; Insurance-contribution reduced-e	2012 - 2% 2013 - 2%	Wages-2% internal pattern. Longevity external comparison. Detective increase - external. Insurance - internal & rate dropped by 17% to 20%.
12-PN-0380	<a href="#">Carver County</a> Teamsters Local 320 Detention/Dispatchers	Ver Ploeg, Christine	1/07/13	'12-July 1% to min, .5% to max-e; '13-Jul 1.75%min,1.25%max-e (u-4%,4%); Step-no-e (u-4.5%); Market adjustment for dispatch-no-e (u-7%); Severance increase-yes-u; Uniform & Shift diff increases-no-e.	2012 - 0.5% 2013 - 1.25%	Wages-internal. Steps-negotiated away in 2009. Dispatch market adjustment did not include their longevity in the comparison. Severance-internal. Uniform & shift differential-internal.
12-PN-1005	<a href="#">Glencoe, City of (Interest)</a> Glencoe Federation of Police	James Lundberg	1/02/13	Officers. 2012-2%-u (e-2%if HSA is same as other ee's). H.S.A.\$2,040-u (e-\$1610).	2012 - 2%	Wages pattern. H.S.A. set at 68% in current contract. ER failed to establish need for change, thus \$2,040.

## 2012

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
12-PN-1217	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Miller, Richard J.	12/31/12	Work Release. Shoe allowance-n-e, Insurance-100% s-n-e; Wages-e (u-2, 2.75%); Merit-3%,3%-u (e-0, 0).	2012 - 1.25% 2013 - 0%	Shoes-not all member wear uniforms. Insurance-internal benefit. Wages-internal. Merit-helps close gap with detention ees.
12-PN-1041	<a href="#">Hennepin County</a> Hennepin Cty Sheriffs Deputies Assn	Anderson, Richard	12/28/12	'12-no step,\$500 lump sum-e(u-steps); '13-step+1.5%(ageed); Longevity steps, Shift & Weekend diff, Off duty work and Discipline file retention-no-e.	2012 - \$500 2013 - 1.5%	Wages & Steps-internal pattern. Other issues lack compelling reason or necessary quid pro quo for change.
12-PN-1040	<a href="#">Washington County</a> Law Enforcement Labor Services, Inc.	Ver Ploeg, Christine	12/28/12	Deputies & Sgts. Wages-u (e-0%,0%) (u-1.5%,1.5%); Wage structure-no-u (e seeking to eliminate steps); Increase retiree insurance-no-e; Clothing allowance-no-e; Specialty uniform stipend-no-e.	2012 - 0.5% 2013 - 0.5%	Wages-u kept step system +0.5%. Co ees w/o steps got 1.5% each yr added to range. Retiree insurance-internal; Clothing increase justified, but u asked for diff amnts for Dep& Sgts. No intrnl/extrnl support for specialty unif.

12-PN-0656	<a href="#">New Hope, City of</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	12/06/12	Wages-e, (u-2.5%, 2.5%, 2.5%) New ees in Personal leave plan-no-u. Revision of Insurance MOUs-e. Xmas eve premium-no-e. Shift differential-no-e	2011 - 1% 2012 - 1% 2013 - 1%	Wages-internal pattern. Insurance MOUs internal benefit. No change to other issues due to lack of quid pro quo or proving a demonstrated need.
12-PN-0434	<a href="#">St. Cloud, City of</a> AFSCME Minnesota Council 65	Kircher, Andrea	12/03/12	City Attrnys; '11-0%-e, '12-1%July-e (u-4.5%, 4.5%); New 4% step in '12-u; Change # of on call days & pay-no-e,	2011 - 0% 2012 - 1%	Wages - internal pattern. New top step - raises top pay closer to external average. On call- any change should to be negotiated.
12-PN-1175	<a href="#">Lino Lakes, City of</a> Law Enforcement Labor Services, Inc.	Dunn, Richard	11/27/12	2012-1% 7/1-u (e-1% 12/31); '13-1.5% -u (e-1%); Family H.S.A.-\$2500-u, (e-\$2000); '12 f ins-e; s ins-split; Opt- out amount-e.	2012 - 1% 2013 - 1.5%	Only 1 group settled therefore no internal pattern for wages or insurance. Wages '13- external average. Single insurance award list both 100% & \$ amount (split u & e positions).
12-PN-0571	<a href="#">Pine County</a> AFSCME Minnesota Council 65	Kircher, Andrea	11/21/12	Add personal leave day-no-e; Wages- agreed; Market adjustment-no; Shift language specifying hours-no-e.	2012 - 1.5% 2013 - 1.5%	Leave - no quid pro quo. Not reasonable to second guess job classifications. Shift hours are management rights.
11-PN-1163	<a href="#">Ely, City of</a> Law Enforcement Labor Services, Inc.	Orman, Anthony	11/19/12	Duration-3y-e (u-2y); Wages 2011-e (u-1%); '12-2% July-u (e-1%Mar); '13- both agreed; Pro rate vac earning-n-u Insurance-e; HRA-e; Residency- agreed	2011 - 0% 2012 - 2% 2013 - 2%	Duration-recent history & internal. Wages '11-internal; '12 external; '13-agreed. Insurance & HRA-internal. Vacation closest to current practice.
12-PN-0693	<a href="#">Crystal, City of</a> Law Enforcement Labor Services, Inc.	Wallin, Gerald	11/17/12	Wages-e (u-'12-2%, '13-2%); 2012 Insurance-e (u-keep '11 \$'s which were 16% higher-note insur cost decreased by 16%); 2013 Ins-u (Arb increased ER amounts to same % as 2012.	2012 - 1% 2013 - 1%	Officers. Wages - internal & economy. Insurance- 2012 internal pattern. 2013 amounts increased from ER offer to mirror 2012 ratio to cost.
12-PN-0681	<a href="#">Lac Qui Parle County</a> AFSCME Minnesota Council 65	Neigh, Charlotte	11/16/12	Duration-3y-e (u-2y);Wages-e (u-1.5%) Market adj-no-e (u-\$2,500); On-Call: u increase \$300 to \$350-no; e-change to \$2.50 per hour-no; P.T. On-Call incrs- no-e; Easter premium-y-u; Life insurance increase - y-u.	2012 - 1% 2013 - 1% 2014 - 1%	Deputies & Jail/Dispatch: Duration & Wages internal pattern. On-Call - insufficient evidence for either change. Easter - Good Friday already a holiday and only a few work on Sunday. Life insurance from \$10k to \$20K internal pattern.
12-PN-0697	<a href="#">Hennepin County</a> Minnesota Public Employees Assn	Schiavoni, Mary Jo	11/07/12	Wages: 0%, \$500 lump sum-e (u-3%); Steps-no-e, (u-reinstate '11 step+2012).	2012 - \$500	Detention Deputies. Internal pattern.
12-PN-0477	<a href="#">Anoka, City of</a> Law Enforcement Labor Services, Inc.	Kapsch, Frank	11/05/12	Wages: '11-0%-e (u-3%); '12-1% Jan, 1%Jul-e (u-3%); Shift pay-no-e (u-'11- \$15, 2012- \$25 per pay period)	2011 - 0% 2012 - 2%	Officers: Wages-internal pattern. Unwilling to add shift pay even though Sgts receive it. Discussion regarding interest arbitration.
12-PN-0951	<a href="#">St. Louis County</a> Law Enforcement Labor Services, Inc.	Miller, Richard	9/28/12	Reduce benefits (vac,sick,etc.)for new ees-n-u; Wages-u (e-1, 1.5% if benfts reduced); Incr on-call pay-no-e; Step compression-n-e; Uniform, 50 to \$54/m & \$70 shoe voucher in 2013-u; Shift differential +\$.05/h in 2013-u. Workers comp disability duration change-u.	2012 - 1% 2013 - 1.5%	Reduce benefits?-no compelling reason nor quid pro quo; Wages internal pattern. Step compression & on-call- no compelling reason. Uniforms-rising costs. Shit differential increase same as corrections. Workers comp same as county policy.

12-PN-0334	<a href="#">Blue Earth County</a> AFSCME Minnesota Council 65	Miller, Richard	9/24/12	Co. Attorneys. 2012-1% Jan, 1% July 2013-1.5% Jan, 1% July-e (u-30%)	2012 - 2% 2013 - 2.5%	Internal, external & CPI considered. Discussion on 2 tiers for Co Attorneys salaries, PELRA & M.S. §388.18, (6).
12-PN-0694	<a href="#">Baxter, City of</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	9/14/12	Wages-0%, 0%-e (u-1%/1%, '12-2%) Increase severance-no-e (u-from 50% to 60% of sick leave).	2011 - 0% 2012 - 0%	Wages-based on economy, no internal settlements. Sick buyback should be negotiated-there is an internal pattern.
12-PN-0609	<a href="#">Mound, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	9/05/12	Shift differential-no-e; 2011-1%July-e (u-3%), 2012-1%-e (u-3%); Me too-y-u; Insurance-no change-u (e-\$ cap single)	2011 - 1% 2012 - 1%	Shift pay not common in comparison group. Wages and insurance internal - see June 2012 Sergeant's arbitration.
12-PN-0995	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Remington, John	8/24/12	Detention Dep. 2yrs-u (e-1yr); Wages 2012-1.5%-u (e-0%), 2013-0%-e (u-1.5%); Merit base pay 2012-0%-e.	2012 - 1.5% 2013 - 0%	Duration-encourage more stable relations. Wages external-lowest paid county. Merit internal - 2013 awarded if other receive it.
12-PN-0790	<a href="#">Spring Lake Park</a> Law Enforcement Labor Services, Inc.	Lundberg, James	8/17/12	Wages: 2012-2%-e, 2013-1%-e (u-3%, 3%); Uniforms: 2012-\$740 (u-12-\$710, '13-\$720); Uniform carryover change-no.	2012 - 2% 2013 - 1%	Officers' wages-internal pattern. Uniforms- sgts amount (more than union requested). No to city's change in uniform carry over because sgt's language not changed.
12-PN-0441	<a href="#">Willmar, City of</a> <a href="#">Willmar, City of (Amended Award)</a> <a href="#">Willmar, City of (Court Order Vacating)</a> Law Enforcement Labor Services, Inc.	Latimer, George	8/13/12	Wages: '11-officers 1%, sgts 2%; '12-offers 1%, sgts2%-u (u seeking 2%for officers & 3% for sgts each yr; e-'11-0%both, '12-1%both). Insurance- fixed \$ vs % amt-no-u. Amended award-insurance correction.	2011 - 1% 2012 - 1%	Wages - external. Addressed sgts. Pay compression issue. Insurance: City's internal pattern weakened by having lower tier benefits new employees. Amended award vacated-arbitrator exceeded authority by changing date.
12-PN-0039 12-PN-0368	<a href="#">Waseca County Deputies and</a> <a href="#">Jailers/Dispatchers</a> Teamsters Local 320	Ver Ploeg, Christine	7/31/12	3 yrs-e; Compensation-20 stps-e; Hire expiration-e; Insurance-e; Uniform returned when employment ceases-e No changes to: FTO, Shift diff., Retiree Insurance; Work week; Maximum sick accrual; Transfer sick to Vac Acct-u.	2012 - 1.1% 2014 - 1.7%	Compensation plan changed from 6 steps to averages of annual step movement. Jail/Disp averages: 12-0.7%; 13-1.97% 14-1.86% (U seeking 2% + steps/yr). Award based on internal patterns or lack of support for requested changes.
14-PN-0399	<a href="#">Minnesota, State of (Interest Award)</a> Minnesota Nurses Association	Fogelberg, J. C.	7/23/12	Add 4% top & eliminate one step each yr-n-e; Increase shift diff-n-e; \$1,500/yr training-n-e. Wages not arbitrated-3%, 3% internal pattern negotiated.	State's Position	Market adjust-can't compare to hospital nurses. Shift diff-internal pattern (already \$.05 higher than others). Training-free training available-no compelling reason.
11-PN-0781	<a href="#">Mille Lacs County</a> Law Enforcement Labor Services, Inc.	McCoy, A. Ray	7/06/12	2011-0%-e (u-1%); 2012-1%-u(e-0%); Steps-yes-u; Raise comp accrual-no-e OT after 8 hrs-no-e; Uniforms- 11 +\$50, 12 +\$50-u; Retain 100% single insur-u; Change ER from Sheriff to Co board-no-u.	2011 - 0% 2012 - 1%	Deputies Wages-pattern. Steps-long term practice & increased value of experience. OT- lack of evidence. Uniforms-jailers got \$90 (no to changing pay date). Insurance- long practice & others still receive 100%.

12-PN-0205	<a href="#">Mound, City of</a> Law Enforcement Labor Services, Inc.	Paull, David	6/15/12	Wages:2011-1% July; 2012-1%-u (e-2011-0%, 2012-.5%); Call back-2hr min-u; Uniforms-no incr-e; Insurance-\$ cap on single-no-u; Vac carry over-1.5 x earned, 480 hrs if +10 yrs-e.	2011 - 1% July 2012 - 1%	Wages-external (no intrnl agreemnts). Call back & Vac carry over - internal. Uniforms-above external average. Insurance change to single \$ cap not necessary since 16% drop in premiums (may be necessary in future).
11-PN-0520	<a href="#">Apple Valley, City of</a> Law Enforcement Labor Services, Inc.	Ver Ploeg, Christine	6/14/12	Sgts. 1/1/11-1%, 12/31/11-.25%; 1/1/12-1.25%, 7/1/12-1.25%; (u-11-3%, 2012-3%/3%). Insurance-e;\$80 HRA-u; Uniforms-\$875, \$900-u; Holidays change language-no-u; July 4, eliminate double pay-no-u.	2011 - 1.25% 2012 - 2.5%	Wages-internal pattern. Insurance-significant change based on pattern; \$80/mo. HRA is a quid pro quo for insurance change. (benefit expired in other contracts); Uniform allowance increase - same as patrol. Holiday issues - same as patrol.
12-HN-0429	<a href="#">Cook County North Shore Hospital</a> Cook County Hospital & Care Ctr Assn	Daly, Joseph	4/18/12	2012-2%-u (e-0%), 2013-1% (u-2%, e-.5%); PTO-40 hour reduction-e	2012 - 2% 2013 - 1%	Both wages & PTO, match nurse's contract.
11-PN-0927	<a href="#">Clearwater County</a> Teamsters Local 320	Powers, Nancy	3/13/12	Insurance: eliminate \$500 ded plan-no; change % to fixed \$ for family ins-no; change Union security & ee rights-no. Union seeking Uniform \$ rollover-no; & change to shift premium hrs-no.	2011 - 0% 2012 - 0%	0% & steps both years-e (u-3%&3% +steps). Award based on internal pattern & economy. Issues denied lacked quid pro quo or compelling need for change.

## 2011

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
10-PN-1606	<a href="#">Little Falls, City of</a> Law Enforcement Labor Services, Inc.	Latimer, George	12/21/11	Wages:'09-0%-e (u-3%);'10-0%-e(u-0% with steps or 1.5%);'11-0%-e(u-0% w steps or 2%). Funeral-5 sick days-u.	2009 - 0% 2010 - 0% 2011 - 0%	Wages-economy & only 16% fund balance. Steps denied despite 49ers getting steps (min. cost only 2ees). Funeral-intrnl pattern.
11-PN-0581	<a href="#">Hibbing, City of</a> Hibbing Police Federation	Ogata, Harley	11/23/11	Wages: '10-0%-e (u-8%); '11-2% (e-0.5%, u-5%); '12-2% (e-1%, u-5%). Insurance 85% to 80% in 2011-no-u	2010 - 0% 2011 - 2% 2012 - 2%	Wages - above pattern of 0%, 1% & 1%; job study & fund balance. Insurance - internal at 85%. No change to duration language-e.
11-PN-1177	<a href="#">Hennepin County Medical Center</a> Minnesota Nurses Association	Miller, Richard John	11/11/11	One issue - Layoff language -u	Union position	Problems with existing language. Award same as language in other hospital contracts.
10-PN-1621	<a href="#">St. Louis County (Interest Case)</a> AFSCME, Minnesota Council 5	Remington, John	11/11/11	Attrnys; Stop ee insurance contribution to County's self insurance plan-no-er; 2 floating holidays-yes-u.	Split	A wage increase was quid pro quo for insurn. also internal pattern; 2 Floating Holidays replaces 2 discretionary days.
11-PN-0466	<a href="#">Dakota County (Interest Case)</a> Teamsters Local 320	Jacobs, Jeffrey	11/07/11	Corrections Wages:2011-0%-e (u-3%) Merit pay-0%-e (u-3%).	2011 - 0%	Internal pattern and the state of the economy.
11-PN-0465	<a href="#">Isanti County (Interest Case)</a> Law Enforcement Labor Services, Inc.	Orman, Anthony	11/02/11	Deputies; 2 years-e (u-1yr.); 11-0%-e (u-1%), 2012-1.5%-u (e-1%); Steps 2011-y,12-n-e; 24 hr furlough-n-u.	2011 - 0% 2012 - 1.5%	Duration-history & pattern; Wages-pattern in 2011, 2012-pattern deviation for corrections; Furlough-questioned savings for deputies.
11-PN-0203	<a href="#">Lyon County</a> Law Enforcement Labor Services, Inc.	Befort, Stephen	10/7/11	Deputies wages 2010: 3% to merit grid no-e; merit increase-yes-u.	Union Position	Internal pattern.for 10. Deputies negotiated steps in 09 while pattern was for no steps.



10-PN-1346	<a href="#">Dakota County</a> Law Enforcement Labor Services, Inc.	Bognanno, Mario	9/27/11	Wages: 2010-0%-e (u-2%); Merit: 0%-e (u-3%).	2010 - 0%	Internal pattern (11, but no essential groups) and state of economy.
11-PN-0587	<a href="#">Prior Lake, City of</a> Teamsters Local 320	Fogelberg, J.C	9/18/11	Sgts insurance reopener 2011-\$940-e (u-\$875+50% of increase=\$992).	City's Position	Pattern with one group. 10 year history of straight dollar amounts vs % formula.
11-PN-0027	<a href="#">South St. Paul, City of</a> Law Enforcement Labor Services, Inc.	Wallin, Gerald	8/24/11	Wages: 0%.0%-e (u-1%,1%); Steps: 10&11-yes-u; 3 days off in lieu of 1%-no-e; comp payout 1st pay period per quarter- no-u; vac accrual as earned-no-u.	2010 - 0% 2011 - 0%	Wages: internal pattern and ability to pay. Steps reflect learning curve and employer is getting greater value supporting the pay.
10-PN-0423	<a href="#">Carver County</a> AFSCME Minnesota Council 65	Fogelberg, J.C	8/17/11	2010-0%, no steps-e (u-steps); 2011-2.75% step, 1% to top-u (c-.5% step 2.5% to top); Ins 2011- \$650s,\$1150f.	2010 - 0% 2011 - 1%	County Attorneys - Internal pattern. Those who already received 2011 step of 4.5% had to return pay.
11-HN-0894	<a href="#">New River Medical Center</a> Minnesota Nurses Association	Anderson, Richard	8/10/11	Duration: 7/1/10-6/13/13,	2010 - 0% 2011 - 1% 2012 - 2%	No explanation for award.
11-PN-0635	<a href="#">Brainerd, City of</a> Teamsters Local 346	Reynolds, James	8/02/11	Cpts and Sgts. wage reopener. 2010-3% eff 12/31/10-u (u-3% 1/1/10; e-1% 12/31/10); 2011-1%-u (e-0%).	2010 - 3% 2011 - 1%	Officers received 3% in arbitration (09-PN-0550). This maintains relationship with officers.
11-PN-0174	<a href="#">Metropolitan Council</a> Law Enforcement Labor Services, Inc.	Bognanno, Mario	6/21/11	Proper wage rate for new Sgt title? & differnetial between Sgt & Lts - E.	2010 - 0% 2011 - 0%	Both agreed to 0%, Total cost of 2% per yr year (insurance) - internal pattern.
10-PN-0934	<a href="#">Brooklyn Park, City of</a> Teamsters Local 320	Wallin, Gerald	6/09/11	Wages: 10-0%-e (u-1.5%), 11-0%-e (u-1.5%); Steps-2011-no-e; Mkt adj. language (0-2% based on average) to remain, but not applied.	2010 - 0% 2011 - 0%	Internal pattern. Ability to pay has taken on greater weight; market comparisons less important due to city's fiscal differences.
10-PN-1622	<a href="#">Saint Louis County</a> AFSCME Minnesota Council 5	Remington, John	5/20/11	Dispatch/Corrections unit. OT will not use sick or comp hrs as time worked-emplr. Health Insurance: ee at \$37.72 for 2010 & 2011-u.	Co. Position	Award based on county pattern. Union sought insurance without Overtime change. claimed others who agreed did not regularly receive overtime.
11-PN-0209	<a href="#">Washington County</a> Law Enforcement Labor Services, Inc.	Lundberg, James	5/15/11	Wages: Dep.10-0%, 11-0%-e (u-3%, 1.5%), Sgts 3%, 1.5%-u (e-0%,0%); Step compression-no-e; Steps 2011-yes-u; Shift diff incr-no-e; Comp accrual incr-no-e; Clothing-\$625to\$700-u; Cell phone language-no-e; Eliminate sick preservation & purchasing card-no-u.	2010 - 0% 2011 - 0%	Deputies 0%,0% based on pattern. Sgts based on pay equity (changed differential between Dep & Sgts which union did not request); Incr to clothing due to market & buy American. Reluctance to change contract was basis for other awards (including steps for 2011).
11-PN-0059	<a href="#">Hennepin Healthcare System, Inc.</a> Minnesota Nurses Association	Kircher, Andrea	4/25/11	Wages: 2010-0%-e (u-3%, 5% for clinic nurses who went to 2nd tier in 2008).	2010 - 0%	Internal & external patterns of 0%.
10-PN-0748	<a href="#">Roseville, City of</a> Law Enforcement Labor Services, Inc.	Martin, William	4/25/11	2 yrs-e (u-1 yr.), Wages:1%,1%-u (e-0%,0%); Longevity:1%,1%-u (e-0,0); Ed credit:1%,1%-u (e-0%,0%).	2010 - 1% 2011 - 1%	Duration-already in yr 2. Wages-1% & 1% modest requests - below CPI (Sgt's 2010-2.95%-3rd yr). Longevity & Ed Cr historically mirror wage increases.

10-PN-0925	<a href="#">Lyon County</a> Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	4/22/11	Wages: 0%, 0%-e (u-3%, 3%); Merit pay:09-yes-u;10-yes-e; Vac:240 hr cap -no-u; Hol. Pay: Columbus+floater-u (e-2 floaters); Retiree Ins hired 5/1/97-no-e.	2009 - 0% 2010 - 0%	1st contract of Jail/Disp. Wages-internal & economy. Merit & Hol. pay-deputies pattern. Vac-should be negotiated. Retiree benefit - provided through policy not contract.
09-PN-1040	<a href="#">Duluth, City of</a> Firefighters Local 101	Fogelberg, J.C.	4/6/11	Union asked city to increase HCSP contribution for new ees from 1.25% to 2%. Other unions receive 1%.	City's Position	Internal pattern; city's distressed finances; fire already is .25% above other union's.
10-PN-1600	<a href="#">Hopkins, City of</a> Hopkins Police Officers Association	Lundberg, James	3/31/11	2010-1% (u-Jan1%,July2%) (e-0%); 2011-2%-e (u-2%); Single Insur 2010 \$667-u (e-\$612), 2011-\$724-u (e-\$669); Uniform-\$800-u (e\$850).	2010 - 1% 2011 - 2%	Wages-intrnl pattern argued-49ers 3% in 3rd yr (08-10) trumped 0% given in current round. Single insr-100% of high cost vs 100% of low cost (past trend & no quid pro quo). U asked for lower uniform \$ to pay insurance.
FMCS	<a href="#">SMDC Health System</a> Operating Engineers Local 70	O'Toole, Carol	2/25/11	Interest Arbitration- keep language-u; part-time ee language-no change-u; lump sum of \$595 (exclude 5 eligible for steps or longevity?)-no-u.	Union positions	Changes to contract should take place at negotiating table. If 5 ees were denied the lump sum they would be treated differently then others.
10-PN-1602	<a href="#">Cottage Grove, City of</a> Cottage Grove Police Officers Federation	Anderson, Richard	2/05/11	Wages: 12/31/10*-2%-e (u-\$1/hr to top pay); 2011-1% 1/1 & 1% 7/1-u (e-1% & mrkt adjustment 7/1); Drop Short term disability eligibility frm 20 to 5 days-no-e.	2010 - 2%* 2011-1%,1%	2010 internal patern. 2011 COLA, Union failed to meet burden of showing need to change Short Term Disabitliy eligibility.
10-PN-1074	<a href="#">ISD 625, St. Paul</a> St. Paul Principals Association	VerPloeg,Christine	2/01/11	Retiree insr. sunset for new ee hired after 1/1/96, in exchange they got a 403b. Seeking 403b for those who kept insurance.	Denied	Final Offer. Neither internal nor external comparisons support incr. budget realities and should adhere to 1995 negotiated agreement.
10-PN-0853	<a href="#">Forest Lake, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	1/21/11	Retiree insur. sunsets for ees hired after 1/1/10. Wages, health, dental, severance positions identical. Union tried to reject HCSP incr as insufficient quid pro quo for retiree insurance.	2010 - 0% 2011 - 1.5% 2012 - 3%	No quid pro quo required since change only effects new employees. City's position on wages offered for the sunset was awarded. Economy distinguishes this from 2008 Anoka Co, award.where retiree insurance retained.
10-PN-0313	<a href="#">Freeborn County</a> Teamsters Local 320	Bognanno, Mario	1/21/11	Working out of class-\$2-u (c-2weeks in position before eligible). Health Insurance-no change-c(u-90%)	Union position Co.'s position.	Maintains intent of existing article which was nullified by the new Sgt position. Insurance-internal pattern.
10-PN-0769	<a href="#">Dakota Communications Center</a> Law Enforcement Labor Services, Inc.	Toenges, Rolland	1/20/11	Steps v Pay for performance wage schedule-steps-u; OT seniority rights & right to grieve-no-(county position). Wages 0% for 10 & 11 not arbitrated.	Step system	Steps are more common in public safety. Dispatchers who had Pay for Performance rejected it. Steps effective 3/1/11 with no effective 3/1/11 with no backpay.
10-PN-1022	<a href="#">Hennepin County</a> Hennepin County Sheriffs Supervisors Association	Miller, Richard	1/10/11	OT: for Capts & Lts, remove FLSA restrictions for Sgts-u; Hol premium-no-c; Comp time for Watch Cmdrs-no-c; Uniform incr-no-c (u-\$1,000). 2 yr wage freeze & no steps in 2011 negotiated.	OT for Capts & Lieutenants	Old contract provided for OT in "rare & unusual circumstances". Award changes to "if obligated". FLSA reference for calculation was removed.

10-PN-1311	<a href="#">Anoka County</a> Law Enforcement Labor Services Inc.	Miller, Richard	1/04/11	Wages: 0%-c (u-2%); Merit steps: 3%-u (c-1.5%); Pay for negotiating: yes-u (c-no).	2010 - 0%	Wages-internal pattern. Merit step-needed to adjust internal pay gap with correction depties. Negotiation pay maintains the past practice.
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## 2010

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
10-PN-0956	<a href="#">Blaine, City of</a> Law Enforcement Labor Services Inc.	Miller, Richard	12/30/10	1yr-u (c-2yr); Insr eff 12/21/10 \$940 (u-\$990, c-\$870); Wages 2010-1% (u-3%, c-1%); Comp time-no-c; Incr Call Back from 2 to 3 hrs.-no-c;	2010 - 1%	Duration-lack of data. Insr-\$70 avg incr in past (eff for 2011); Wages-fund balance 43% & avg incr for Stanton V. Call Back-no even though officers receive 3 yrs.
10-PN-1058	<a href="#">Inver Grove Heights, City of</a> Law Enforcement Labor Services, Inc.	Schiavoni, Mary Jo	12/10/10	Wages: 1.5%-u (c-0%). Insurance-City's position: high ded single +\$57.32; freeze most expensive (ee cost \$25.06),	2010 - 1.5%	Maintains relationship to Stanton V average. Ignores Sgts. taking 0%. Insurance-equitable cost sharing.
11-PN-587	<a href="#">Prior Lake, City of</a> Teamsters Local 320	Fogelberg, J.C.	12/9/10	Health Insurance reopener for 2011 \$940-er (u-\$875+50% of increase=\$992)	Co. Position	Sgt's group. Officers not settled. Internal pattern & history of fixed \$ for insurance.
10-PN-0141	<a href="#">Rice County</a> Teamsters Local 320	Fogelberg, J.C.	12/9/10	Deputies seeking step movement for 20010 - accepted 0% for wages.	2010-no steps	Internal pattern. They also have fewer steps than other comparable counties.
10-PN-1183	<a href="#">Edina, City of</a> Teasmters Local 320 - police	Frankman, Janice	12/7/10	Wages: 3%, 3% -u (c-.5% 7/10, .5% 7/11); Insurance: 2010-\$775, 2011-same as other ees-c; Shift diff-no-c.	2010 - 3% 2011 - 3%	Wages - based on city's financial shape. Insurance-internnal pattern. Shift diff-denied as new benefit.
10-PN-0932	<a href="#">Hennepin County</a> Hennepin County Supervisors Assn	Fogelberg, J.C	11/11/10	Correction supervisors accreted into Suprv Assn. seeking to retain Holiday & Officer in Charge pay.	Co.'s Position	Existing benefits not in Master Agreement viewed as new benefits.
10-PN-0623	<a href="#">Hennepin County</a> Teamsters Local 320	Neigh, Charlotte	10/19/10	Comp time: ee option to select pay or time off-no-C. Seniority bidding for days off-no-C. Penalty for less than 10 day notice of schedule change-no-C.	Co.'s Position	Union has burden to demonstrate need for change. Some of the issues rejected in prior arbitrations. Wage & step freeze negotiated for 2011.
10-PN-0959	<a href="#">Shakopee, City of</a> Law Enforcement Labor Services, Inc.	Lundberg, James	10/8/10	Duration: 1yr-u; Wages: 1% (u-3%, c-0%); Uniform-\$800 (u-\$815, c-\$775) Longevity: no change-u; Performance pay: no change-u.	2010 - 1%	Duranton-only 1 internal & lack of data; Wages: 67% fund balance; Longevity & Performance Pay: city burden to prove need for change.
10-PN-1107	<a href="#">Plymouth, City of</a> Law Enforcement Labor Services, Inc.	Latimer, George	10/2/10	Wages only issue. U seeking 3%, AFSCME received 2%. E offered 0%.	2010 - 0%	Economy; no internal pattern, Union vs AFSCME-raises of 37% to 30% in 8 yrs. & 5% v 2% in 2009. Market rank should include longevity.
10-PN-0957	<a href="#">Mounds View, City of</a> Law Enforcement Labor Services Inc.	Miller, Richard	9/29/10	Duration: 1 yr-u; Insurance: \$867.33-u (c-\$842.20); Wages: 0%-c (u-2%).	2010 - 0%	1 yr due to lack of data for 2011; Wages based on economy; Insuranc increase to off set 0% wages.
10-PN-1306	<a href="#">Isanti, City of</a> Law Enforcement Labor Services Inc.	Miller, Richard	9/28/10	Duration: 1 yr-u; Wages-0%-c (u-3%); Insurance: high deductible plan?-no-u; Sick cap increase?-no-c.	2010 - 0%	1 yr - lack of 2011 data; Wages - economy & settlement avgs.; Insurance-can't change until 2011 - so negotiate.

10-PN-0776	<a href="#">Hennepin County</a> Hennepin County Deputy Sheriff's Assn	Jacobs, Jeffrey	9/07/10	Wages: 0%, 0%-c (u-3%,3%); Steps: 10 yes, 11 no-c; Shift incr-no-c; Unifrm incr-no-c; FTO, Latent Print, Firearm incr-no-c; Seniority-no-c; Pay for 28 d schdl-no-c; Penalty for schdl chng & def of emergency-no-c;Lght duty-no-c.	2010 - 0% 2011 - 0%	Internal pattern; or failure to provide compelling reason for change; or inherent management right (denying request to create light duty position).
10-PN-0861	<a href="#">Coon Rapids, City of</a> Law Enforcement Labor Services, Inc.	Bard, Stephen	8/09/10	Insr: no change-c; Vac: add 1 day/yr 21y to 25y -u; Inc Prem Pay: no-c; Unifrms:+\$35-u; Wages:1% (u-3%,c-0%)	2010 - 1%	Benefits-internal (public works-vacations) Uniforms-increased cost of "Buy American" requirement. Wages-external (maintains rank).
09-PN-833	<a href="#">Metropolitan Council</a> Teamsters Local 320	Fogelberg, J.C	6/28/10	2009 0%-e (u-3%); 2010-0% ( u-2%); Steps-yes-u; Longevity-no change-u (e- freeze steps & long., sunset long.)	2009 - 0% 2010 - 0%	Ability to pay more important than external market.
09-PN-0550	<a href="#">Brainerd, City of</a> Law Enforcement Labor Services, Inc.	Boldt, Charles	5/02/10	2 yrs-e; 2009 u-3%, e-0%; 2010 u-no position, e-reopener.	2009 - 3% 2010-reopener	2 yrs & 2010 reopener - city pattern; 2009 based on market avg. (internal pattern-0%).
09-PN-0840	<a href="#">Centennial Lakes Police Department</a> LELS - Sergeants	Daly, Joseph	3/31/10	2009 u-117% of patrol (4.5%), e-3.5%. 2010 u-117% of patrol (1%), e-0%. 2009 ins-900 (u-900, e-800); 2010 ins. 900 (u-1,000, e-800); performance pay-u.	2009 - 3.5% 2010 - 0%	Hard economic times. Insurance and performance pay based on internal comps.
09-PN-0806	<a href="#">Carver County (Deputies' Unit)</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	3/06/10	Wage reopener MOU to negotiate results of a job study. U-9.12%, e-0%.	2009 - 0%	No market adjustment. Based on county's finances. (Negotiated increase for 2009- 3%)
09-PN-0424	<a href="#">Carver County (Sergeants' Unit)</a> Law Enforcement Labor Services, Inc.	Bognanno, Mario	3/06/10	Wage reopener MOU to negotiate results of a job study. U-10%, e-0%.	2009 - 2%	Based on market & sergeants underpayment vs pay equity. (Negotiated inc for 2009- 3%).
09-PN-0924	<a href="#">Lake County</a> Lake Co. Superv. Empl. Association	Paull, David	2/01/10	County VEBA insurance awarded; plan takes effect in 2010-Union argued 2010 not in front or arbitrator. Pay comp time to exempt employees? - No.	2008 - 2% 2009 - 2%	County was willing to accept Union's wages if VEBA awarded. VEBA based on internal pattern & cost considerations.
09-PN-1062	<a href="#">West St. Paul, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	1/19/10	2009 u- 4% +steps; e-0% +steps; 2010 u- 4% +steps; e-0% +steps; 1.5 premium for xmas eve-u	2009 - 3% 2010 - 0%	+steps both yrs-city has 54% fund balance. Economy & lack of mrkt settlements. Internal pattern.

2009 BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
09-PN-0698	<a href="#">Minnetonka, City of</a> <a href="#">Clarification of Award</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	9/2/09	09-2.75%-u (e-1%), '10-1%-e (u-2.85%) Severance language-e.	2009 - 2.75% 2010 - 1.0%	Internal pattern.
09-PN-0540	<a href="#">Crookston, City of</a> Law Enforcement Labor Services, Inc.	McGilligan, Dennis	8/18/09	Only issue, wages for 2009. Union asked for 4%, City offered 0%.	2009 - 2.75%	Internal pattern. City wanted to deviate frm pattern due to economy.
09-PN-0267	<a href="#">Morrison County</a> Law Enforcement Labor Services, Inc.	Holmes, Barbara	6/2/09	Union seeking 4%, County 1% FTO-no; 1yr- co. position; Co. insur.	2009 - 1%	Ability to pay and internal pattern.

08-PN-0677	<a href="#">Faribault County</a> Teamsters Local 320	Befort, Stephen	4/3/09	2008-2009-u (e-2%,2% argued against established pattern). Add 2 steps-n-e; Reduce comp-n-u	2008 - 2.9% 2009 - 3%	2008-2.9%, 2009-3%.. Co. did not try to reduce others due to budget.
08-PN-1141	<a href="#">Metropolitan Council</a> Law Enforcement Labor Services, Inc.	Bognanno, Mario	2/27/09	2008-2%-e (u-4%); 09-2.5%-e (u-4%), Insurance - e.	2008 - 2% 2009 - 2.5%	Internal patterns. Ignored external settlements neg in better times.
08-PN-0472	<a href="#">Blue Earth County</a> Teamsters Local 320	VerPloeg, Christine	2/22/09	2008-2010-2%Jan, 2%July each yr-u. (e-2% each year). Lead pay incrs-n-e; shift differential-n-e; 1% HCSP-n-e.	2008-2%,2% 2009-2%,2% 2010-2%,2%	Wages - internal pattern. Lead pay-recession; Shift diff and HCSP-no internal nor external support.
08-PN-0828	<a href="#">Fridley, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	1/3/09	08-3% (u-4%,e-2%) 09-3% (u-4%,e-2%) Ct standby 2 to 3 hrs-u; incr insur-no-e. incr specialty pay-n-e; sep benefit eligibility date-n-e;fl Hol-n-e; choice of remedy-n-u	2008 - 3% 2009 - 3%	Sgts - wages & standby same as officers. Insurance internal. Other issues lacked compelling evidence.

## 2008

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
08-PN-0751	<a href="#">Murray County</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	12/31/08	U 4%+steps; E 3% w/o steps-A 2.5% with steps; co's insurance pattern.	2008 - 2.5%	Arbitrator combined wages & insr. in market comparison.
08-PN-0750	<a href="#">Buffalo, City of</a> Law Enforcement Labor Services, Inc.	Yaeger, Thomas	12/15/08	Health Insurance reopener: Family 2008 - \$780-u, (City \$740.49)	Union position	Non-Union internal pattern rejected Based on external % average.
08-PN-0453	<a href="#">Owatonna, City of</a> Teamsters Local 320	Bryant, Bernadine	12/14/08	Sgts group; wage reopener 2008-3.25-u (e - 2.75%).	2008 - 3.25%	External, no internal pattern.
08-PN-0926	<a href="#">Dakota Communications Center</a> Law Enforcement Labor Services, Inc.	Miller, Richard	11/26/08	1st contrct, 2 yrs-u; '08-3%-u, 09-3%-u. Shift diff-n-e; Uniforms-e;	2008 - 3% 2009 - 3%	Main issue of a salary step matrix or merit pay left unanswered.
09-PN-0048	<a href="#">Metropolitan Council</a> Metropolitan Council Management Assn.	Gallagher, Thomas	11/20/08	Duration 2.5 yrs-e (u-3); '08-2.7%(u-4%, e-2.25%), '09-2.7%(u-4%, e-2.25%).HRA plan-y-e;Distinctions plan-n-u; insur amt-e, change leave conversion dates-n-u.	2008 - 2.7% 2009 - 2.7%	Added .2% saved by not awarding ER's merit request.
08-PN-0266	<a href="#">Stillwater, City of</a> Law Enforcement Labor Services, Inc.	Neigh, Charlotte	10/31/08	'07-3%-e (u-4%+\$32), '08-3%-e (u-4%+\$65), 09-3+.25%-e(u-4%+\$90) Court time 2 to 3 hrs-u; add 2 Hol for premium pay-n-e; invest pay incr-u	2007 - 3% 2008 - 3% 2009-3%, July.25%	Wages internal, court time external. Holiday premium and Invest pay-ext.
08-PA-0145	<a href="#">Paynesville, City of</a> AFSCME Council 65	Jacobs, Jeffrey	10/21/08	First contract, 2007-5.3%(u-15%,e-1%), '08,'09-e (u-4%,4%). Language on: mngmt rghts-e, Position elimination-u; workweek-e; OT-u; reduced retiree ins-e..	2007 - 5.3% 2008 - 2.25% 2009 - 2.5%	2007-external. Pay equity concerns. 08-09 - internal. Other issues - internal.
08-PN-1039	<a href="#">Apple Valley, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	10/20/08	2009-3.25% (u-5%, e-2.5%) Uniforms +\$25 for both 08 & 09.	2009 - 3.25%	Wages same as 2009 sergeant's arbitration award. Uniforms-internal.

08-PN-0303	<a href="#">Apple Valley, City of</a> Law Enforcement Labor Services, Inc.	Kircher, Andrea	10/6/08	Wages: 2007-3%-e (u-4%), 2008-3%-e (u-4%), 2009-3.25% (u-4%, e-2.5%). change Master Sgt program-n-e;unifrms '07,08-n-e; 09-\$25-u. Emgncy leave-n-u.	2007 - 3% 2008 - 3% 2009 - 3.25%	'07-08 internal. 2009 external. M Sgt- no compelling reason. Uniform maintains internal ratio. Leave-no compelling reason.
08-PN-0816	<a href="#">Brainerd, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	10/6/08	Duration-1yr-e (u-2yrs); 2008-3.0%-e (u-3%+1% adj). Longevity incrs-u.	2008 - 3%	Wages internal pattern. Longevity equals department heads.
08-PN-0127	<a href="#">Stillwater, City of</a> Law Enforcement Labor Services, Inc.	Bryant, Bernardine	9/30/08	2007-4%(u-5%, e-3%), '08-3%-e (u-5%), '09-3%Jan., .25%July- e (u-5%).	2007 - 4% 2008 - 3% 2009-3% +.25%	Market 2007, pattern 2008 & 2009.
08-PN-0349	<a href="#">Becker County</a> Teamsters' Local 320	Daly, Joseph	9/17/08	Wages-u (u-5%, 5%; e-1.5%, 1.5%) 24 hr funeral leave, longevity, shift diff increase-pattern-u; zipper clause-no-u.	2008 - 3% 2009 - 3%	Wages-pattern 2008-2009..
08-PN-0547	<a href="#">Scott County</a> Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	9/2/08	County changed salary matrix neg in 2007. '08-1%-e (u-3%), '09-1%-e (u-3%)	2008 - 1% 2009 - 1%	Wages & other issues based on internal pattern.
08-PN-1091	<a href="#">Mound, City of</a> Law Enforcement Labor Services, Inc.	O'Toole, Carol Berg	8/21/08	U-4%+\$.75, 4%+\$.25; E-2.5%, 2.5% Insur: \$25, \$25-E.	2008 - 3% 2009 - 3%	External avg. and city suggested it was reasonable.
08-PN-0912	<a href="#">Richfield, City of</a> Law Enforcement Labor Services, Inc.	Toenges, Rolland	8/8/08	City's pattern 3% Jan; .5% July. Award 3% Jan; .6% Aug.	2008 - 3.6%	Internal & external averaged. .6% in Aug.- same cost as .5% in July
08-PN-0114	<a href="#">Minnesota, State of</a> Minnesota Nurses Association	Miller, Richard	7/29/08	Union seeking 10%, 10%; shift dif. from \$.65 to \$.70-e; mandatory OT-u; attach MOAs to contract-u; on-call-u. vacation accrual new hires-u.	2007 - 3.25% 2008 - 3.25%	Budget constraints & internal pattern.
08-PN-0862	<a href="#">Traverse County</a> Traverse Cty Highway Employee Council	Toenges, Rolland	7/23/08	Non-essential, agreed to final offer arbitration. Dispute re mkt adj. Co. 3 yr w mrkt adj 2008; Union 1 yr-4%.	2008-mkt adj 2009 - 3.15% 2010 - 3.25%	County position. Union was less expensive for 2008, but County was consistent w internal pattern.
07-HIN-1058	<a href="#">Monticello-Big Lake Comm Hospital Dist</a> Minnesota Nurses Association	Miller, Richard Tripartite Panel	6/18/08	Wages-u; Differentials-u; Diff retro-er; Weekend defined-er; STO/STC-er; 1 hr pay to meet new members-u; 457 plan-er; Provisional hires-er	2007 - 4% 2008 - 4% 2009 - 3%	Wages & differentials - external market. Status quo on most language items.
08-PN-0187	<a href="#">St. James, City of</a> Law Enforcement Labor Services, Inc.	Latimer, George	6/16/08	Wages: City \$.66 across the board both year = to 3%, u 08-7%, 09-4%. Comp incr: no-e; Insurance change % to fixed \$: no-u; Sick leave change: no - union position.	2008 - 5% 2009 - 4%	External market, CPI & \$.66/hour = 4% for other city employees.
07-PN-1013	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Fogelberg, J.C	5/28/08	2 yrs.-u; Wages 2%, 2%-e;Perf pay 2%,2%-e; PP eff Jan-u; spec pay-no;	2007 - 2% 2008 - 2%	Investigative Unit, award matches other internal LELS units.
07-PN-0791	<a href="#">Red Wing, City of</a> Teamsters, Local 320	Laitmer, George	5/20/08	New pay scale; Sgts placed in step above current pay, (u - seeking same placement as Fire Captains).	City's position	Capt's base higher since 1999 due to OT exempt status. Reversing would abrogate negotiations.



07-PN-1174	<a href="#">Freeborn County</a> Law Enforcement Labor Services, Inc.	Kapsch, Frank	3/29/08	Wage reopener for 2007 - 2.5%-e (u-3.5%.	2007-2.5%	Internal pattern and consistent with cost of living.
08-PN-0262	<a href="#">ISD 241, Albert Lea</a> Albert Lea Education Association	Toenges, Rolland	3/13/08	ER - 2%,2%; U - 2.3%, 2.4%.	2008 - 2% 2009 - 2%	Total package. District's position based on internal pattern.
07-PN-0285	<a href="#">Bemidji, City of</a> Law Enforcement Labor Services, Inc.	Toenges, Rolland	2/28/08	Duration: 3yrs (u-2y, e-3y); W.3%/yr. (u-5.5%, e-3%); Insur: internal patrn. (u position, e offered less due to u moving to PIEP).	2007 - 3% 2008 - 3% 2009 - 3%	Duration, wages and insur based on internal pattern. Shift diff incr \$.5 in 08 & 09. 1 yr bar to discipl. invest removed.
06-PN-0946	<a href="#">St. Louis County</a> Law Enforcement Labor Services, Inc.	Remington, John	1/30/08	Union 5%, 5%; County 2%, 2% On call-no; Sick leave def of child-yes	2006 - 2.5% 2007 - 2.5%	Wages exceed 2% pattern - based on CPI & externals.

<b>2007 BMS #</b>	<b>Employer/Union</b>	<b>Arbitrator</b>	<b>Date</b>	<b>Details</b>	<b>Wages</b>	<b>Basis/Argument</b>
07-PN-1161	<a href="#">Wayzata, City of</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	12/31/07	County 3%, 3%; Union 4%, 4%. Reduce IOD-no; FTO-no; Tuition -no.	2007 - 3.3% 2008 - 3.4%	Wages - external average. IOD & FTO should be bargained. Tuition-no compelling reason.
07-PN-0602	<a href="#">Wilkin County</a> Teamsters, Local 320	Powers, Nancy	12/29/07	County 3%, 3%; Union 5%, 5%. Union, comp time carry over - no.	2007 - 3% 2008 - 3%	Wages-internal pattern. Comp carry over-no. Deputies schedules differ frpm other co. ees.
07-PN-0910	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Kapsch, Frank	1/27/08	Wages: 2%, 2% - e (u-5%, 5%); change Retiree Ins-no-u.	2007 - 2% 2008 - 2%	Wages internal pattern. Retiree Insurance awarded in arbitration.
07-PN-0721	<a href="#">Faribault, City of</a> Firefighters, Local 665	Jacobs, Jeffrey	12/26/07	Wages-e (u-3.25%, 3%); Insurance-e.	2007 - 3.25% 2008 - 3.25%	Final offer, employers position. U proposed lower wages 08 for more insur than pattern.
07-PN-0414	<a href="#">Beltrami County</a> Teamsters, Local 320	Jacobs, Jeffrey	12/10/07	Attorney's 1st contract. Wages and schdl-c (c offered 2.5% per yr-despite pattern of 2.5,3 &3); Longevity-u; Comp time-no-c; Mngmnt Rgts-c; Waiver clause-u; Drug Testing-no-u;	2006 - 2.5% 2007 - 3% 2008 - 3%	Wages,Longevity, Waiver clause, Drug Testing - internal patterns. State Bar fee & professional fee-no-c; Retro flex benefits-yes-u.
07-PN-0661	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Anderson, Richard	11/24/07	Work release officers. 1 yr-u (e-3y); Wages-3% (e-2%, u-6%);merit-3% (e-2%, u-5%); shift-\$5-u; PTO me too language-e; OT-no change-u; stability calculation-no-e.	2007 - 3%	Duration-no internal pattern 08-09; wages/merit-internal (corrections); Language changes-party proposing must show need.
07-PN-0824	<a href="#">New Hope, City of</a> Law Enforcement Labor Services, Inc.	Neigh, Charlotte	11/11/07	07-08-e (u-3 yrs); Comp time for Capt-no-3; Admin Sergeant 6.5%-u (e-0%).	Union position	Council rejected negotiated settlement - main issue administrative sergeant.
07-PN-0824	<a href="#">New Hope, City of (Clarification)</a> Law Enforcement Labor Services, Inc.	Neigh, Charlotte	11/11/07	Administrative Sgt pay effective 1/1/2007	Union position	City sought clarification.

07-PN-0383	<a href="#">Duluth, City of</a> Duluth Police Union	Bard, Stephen	10/8/07	Wages:2%,3%,3% (c-1,3,3; u-3,3,4); Eliminate retiree insurnace for new ees-c (\$12,000+1% per yr into HCSP) Health club- \$30 per mo-u.	2007 - 2% 2008 - 3% 2009 - 3%	Wages-external plus CPI. Insurance internal pattern. Health club same as firefighters.
07-PN-0695	<a href="#">New Hope, City of</a> Law Enforcement Labor Services, Inc.	Kircher, Andrea	9/4/07	Uniforms-provide system to allowance- no-e; Incr sick leave into PRHCSP 16 to 24 hrs-no-e; PTO plan for new ees-n-u; Specialty pay increase-u.	Split	No change to Officer's uniform despite Sgt's receiving allowance. Sick to HCSP same as Sgts;PTO not ordered in 2 prior arbitrations; Specialty pay based on externals.
07-PA-0586	<a href="#">Sibley County</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	9/4/07	Wages: 2.5%, 2.5%-u (e-1%,1%); Shift diff-no-e; On-call \$1.50 to \$3-u Incr cmp accrual-no-e; Hol pay if called back-n-e; Xmas eve pay change-no-u.	2007 - 2.5% 2008 - 2.5%	Wages exceed internal pattern, used CPI & externals. On-call - reflects inflation. Other issues should be negotiated, not awarded.
07-PN-0021	<a href="#">Eagan, City of</a> Law Enforcement Labor Services, Inc.	Paull, David	8/28/07	Sgts; Wages: 06-3%-e (u-4%); 2007- 3.75%-u (e-3% or 3/1 if cap on tuition) Tuition cap-no-u; 2 x major Hol-no-e; Vac accrual incr-no-e; longevity-no-e; 4% for Master's-no-e; 3 h crt call back -u; Waive Retiree Ins for \$.80/hr-no-u.	2006 - 3% 2007 - 3.75%	Wages: 2006-internal; 2007-external; Tuition cap-e failed to show problem; Hol pay-no intrnl or extrnl support; Vacation-intrnl; Longevity- Off have lngvty but no ed allow; Vac-intrnl; Court call-back-same as officers; Master's & Retiree insr-no compelling need.
07-PN-0505	<a href="#">St. Paul, City of</a> St. Paul Police Federation	Lundberg, James	8/8/07	Wages: 2007-2.5%, Officers step B- 10yrs additional .5% July 1-u (emplr 2.5%; u-step b-10y 3.25%)	2007 - 2.5%	Internal pattern 2.5%. Additional .5% for steps B-10y to maintain market position.
06-PN-0526	<a href="#">Blue Earth, City of</a> Law Enforcement Labor Services, Inc.	Kapsch, Frank	8/3/07	Police; wages-u (u-5%,5%; e-0%,0%) wage structure-n-e; comp accrual-n-e uniform incr-no-e; vac, eliminate 2 tier- no-e; insurance \$ amt vs %-no-u.	2006 - 3% 2007 - 2.4%	Wages internal pattern. Other issues denied due to failure of proposing party to provide compelling need for change.
07-PN-0516	<a href="#">Maplewood, City of</a> Law Enforcement Labor Services, Inc.	Paull, David	7/23/07	Wages: 2007-3.5% (e-3%, u-4.5%).	2007 - 3%	External - maintains market ranking.
07-PN-0300	<a href="#">Bemidji, City of</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	7/20/07	2 yrs-u (e3-yrs); 2007-3.5%, 08-3.5% (e-3%,3%; u-6.5%, 6.5%); Ins-e Uniforms-+\$10, +\$10-u (no to provide system); Change standby-no-u.	2007 - 3.5% 2008 - 3.5%	Sgts - Duration-lack of data for 3rd year. Wages-differential from patrol has shrunk; Insurance-internal pattern; Uniform & standby - changes should negotiated, not awarded.
07-PN-0026	<a href="#">Olmstead County</a> Law Enforcement Labor Services, Inc.	Miller, Richard	7/11/07	Jail Sgts, 1st contract. Wages-2%-e (u-3.5%); 2 wk schedule posting-u; OT language-no-e; Call back-u; "Step" language-u; Probation language-e	2007 - 2%	Wages-internal; 2 week posting, call back, step & probation-internal pattern. OT-FLSA exempt employees - issue being heard at Dept of Labor;
07-PN-0555	<a href="#">Sherburne County</a> AFSCME, Minnesota Council 65	Holmes, Barbara	7/9/07	Asst Co Attorneys. 2007 reopener to consider job study recommendations. Union seeking 4%-no.	County's Position	Pay ranges moved up, but not current wages unless below minimum.

06-PN-0864	<a href="#">Wright County</a> Teamsters 320, Non-Licensed, Ess.	Ver Ploeg, Christine	6/6/07	Uniforms-u; Salary adjustment-n-e Severance for Comm ees-e (u-amount same as jailers); Shit differential-no-e.		Uniform-internal; Salary-reclassification is a management right; Severance-new benefit same as courthouse.
06-PN-0882	<a href="#">Wright County</a> Teamster 320, Ess. Supervisory Unit	Ver Ploeg, Christine	6/4/07	3 yrs-e (u-2y); 2%, 2.75%, 2.75%-e (U-4.24%, 4%, 3%); 1 1/2 Hol pay-n-e Uniform-u; Leg funding wage freeze-no	2006 - 2% 2007 - 2.75% 2008 - 2.75%	Lieutenant group. Duration/Wages-internal. Holiday pay- exempt ees & prior arbitration; Uniform-internal.
06 PN 0904	<a href="#">Winona, City of</a> Firefighters, Local 575	Daly, Joseph	5/21/07	Firefighters; total package final offer. Wages identical. Union seeking incr. premiums for medics & specialists.	2006 - 2%/1% 2007 - 3%	City's position awarded. Insufficient evidence to support any increase to existing premiums.
<b>2006 BMS #</b>	<b>Employer/Union</b>	<b>Arbitrator</b>	<b>Date</b>	<b>Details</b>	<b>Wages</b>	<b>Basis/Argument</b>
06-HN-0986	<a href="#">Rice Memorial Hospital</a>  Minnesota Nurses Association	Bognanno, Mario	12/30/06	3yrs-e; Wages (u-3%, 6%; e-0%, 3.5%, 3.5%); Insur-new ees fixed \$-e. On call, EST, PTO, Easter & Mngmnt rights - no change.	2006 - 0% 2007 - 4% 2008 - 5%	Duration-history of 3yrs; wages-external; Insurance-internal. remaining issues Issues best resolved in negotiations.
06-PN-0462	<a href="#">LaCrescent, City of</a> Law Enforcement Labor Services, Inc.	Latimer, George	12/6/06	1 year-u; 3%-e (u-8%); out of class pay-no-e; court cancellation-u;	2007 - 3%	1 yr-lack of date 2nd yr; 3% internal; out of class-not enough evidence.
06-PN-0614	<a href="#">Goodhue County</a> Law Enforcement Labor Services, Inc.	Miller, Richard	11/27/06	1 yr-u (c-3 yrs), 2006-2.5%-c (u-5%); Increase Hol. Vac. & Sick-no-c; inc. Hol premium & out of class pay-no-c.	2006 - 2.5%	Wages - internal pattern; benefit increases- Union failed its burden of proof. Duration-history, lack of data, and new BA.
06-PN-0871	<a href="#">Orono, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	11/21/06	06-3%-e (u-5%); 07-4% (u-5%,e-3%); Insur-e; Comp incr 40 to 60 hrs-no-e; Premium pay-no-e; Severance incr-u.	2006 - 3% 2007 - 4%	06-internal, 07-market; Insurance-internal; Severance-external.
06-PN-1089	<a href="#">Hopkins, City of</a> Hopkins Police Association	Fogelberg, J.C.	11/14/06	Insurance 06 & 07-e (u seeking %) Opt out of Insurance increase-n-e	City's positions	Internal patterns.
14-PN-1086	<a href="#">Anoka County</a> Law Enforcement Labor Services, Inc.	Lundberg, James	11/9/06	Work Release. Uniforms-+\$50-u (e-no change);add shoes to allowance.-no-e; Wages-1.5%, 1.5% (u-3%,3%; e-0%,0%); Merit -2%,2%-e (u-3%,3%).	2014 - 1.5% 2015 - 1.5%	Uniform-increase based on replacement cost. Color is only shoe requirement so no additional expense. Wages-external. Merit - internal.
06-PN-0823	<a href="#">Fergus Falls, City of</a> Law Enforcement Labor Services, Inc.	Daly, Joseph	11/1/06	Sgts. Work yr-FLSA language-e; OT- Union seeking pay v comp only-no-e; Severance incr-no-e; Insurance change \$ to %-no-e; Wages-2.5%,2.5%-e (u- 3.5%,3.5%); Uniforms \$600-e(U-\$700)	2006 - 2.5% 2007 - 2.5%	No compelling reason for proposed new language. Xmas eve-external. Insurance, severance, wages-internal.
06-PN-0903	<a href="#">Nicollet County</a> Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	11/1/06	Shift differential-no-e; Shift suprv pay- no-e; Training officer-no-e; Comp time- 60hrs-e (u-100hrs); Uniform voucher-e.	Co. positions	Jailers. Differential, Shift suprv. & Training-new items no market support. Comp & Uniform - same as deputies.

06-PN-0743	<a href="#">Wright, County of</a> Law Enforcement Labor Services, Inc.	Gallagher, Thomas	10/20/06	3 yrs-e (u-2yrs); Wages-e (u-4%,3.5% & 3.5%); Insurance-e; Comp carryover accrual-no-e; Uniforms+\$25 ea yr-u; Court minimum incr-no-e; Invst on call incr-no-e; Sick accrual incr-no-e; Shift diff-no-e; Chnge Mileage lang-no-u Out of title must wk 5 days-no-u.	2006 - 2% 2007 - 2.75% 2008 - 2.75%	Duration wages & insurance - internal pattern. Performance pay systems distort wage comparisons. Other requests denied when not supported by evidence.
06-PN-0457	<a href="#">Hubbard County</a> (Interest Award- Sheriff's Deputies) Teamsters, Local 320	Toenges, Rolland	10/8/06	3 yrs-e (u-2y); Wages: 3%, 3%, 3%-e (u-\$1+4%, 4%, 4%); Insurance-new plan-e; Comp accrual 80 to 120-no-e; OT (1st claim to part time hrs)-no-e; Severance: lower hrs required-u; Uniform incr-yes-u; Personal leave day-no-e; longevity increase-no-e.	2006 - 3% 2007 - 3% 2008 - 3%	History of 3 yrs.; wages, insurance, longevity internal comparisons. Lack of compelling need for change on other issues. Can change to aggregate value of ins be arbitrated? - yes.
06-PN-0456	<a href="#">Hubbard County</a> (Interest Award- Jail/Dispatchers) Teamsters, Local 320	Toenges, Rolland	10/8/06	Jailers, similar to deputies requests. Wages: 3%, 3%, 3%-e (u-\$.80+4%; \$.50+4%, 4%). Increase longevity-no, Eliminated triple gold insurance plan. Comp accrual increase-no-e; 1st choice to all OT-no-e; Severance:lower min hrs-yes-u Uniform increase-yes-u; Persnl leave day-no-e..	2006 - 3% 2007 - 3% 2008 - 3%	Wages internal pattern - comparable to market when insurance & longevity considered. Longevity is a uniform benefit. Union made aggregate value of insurance reduction argument-no bar to arbitrator changing value. Soc services severance min lowered.
06-PN-0650	<a href="#">Winona, City of</a> (Interest Award-Includes Clarification) Law Enforcement Labor Services, Inc.	Jacobs, Jeffrey	10/6/06	Wages-u (e 06-2%/1%, 07-3%); Insur. employer's position (u has PEIP);	2006 - 3.25% 2007 - 3.25%	Wages-external & history of police receiving more than other ees.
06-PN-0798	<a href="#">Cottage Grove, City of</a> Law Enforcement Labor Services, Inc.	Daly, Joseph	9/30/06	Sgts wages-c (u-06-4%, 07-3.5%)	2006 - 2.5% 2007 - 3.5%	Wages-internal, same as police.
06-PN-0874	<a href="#">Dodge County</a> Law Enforcement Labor Services, Inc.	Miller, Richard	9/29/06	2 yrs-u (e-3y); 2006-3%, 2007-2.8%-u (e-2.5% each yr); wage step change-e Uniforms-\$650, \$700-u; receipt based-e. Incr call back-no-e; Shift diff \$.30-u Longevity-no-e; FTO pay-no-e; Sunset retiree insur-no-u.	2006 - 3% 2007 - 2.8%	Duration-history of 2 yrs; lack of data for 3rd year. Wages=average of Region 10. Shift differential is a new benefit which is common in Region 10.
06-PN-0486	<a href="#">Hastings, City of</a> Law Enforcement Labor Services, Inc.	Miller, Richard	9/15/06	Firefighter's final offer total package. Union seeking 19.6% for 2 yrs. based on pay equity with police.	2006 - 3% 2007 - 3.5%	City's position. History and internal pattern.
05-PN-1185	<a href="#">Arrowhead Regional Corrections Board</a> AFSCME Minnesota Council 5	Holmes, Barbara	9/8/06	OT: calculate based on compensated hrs-no-e; Training: pay OT for training-no-e; Shift differential increase-no-e.	Employer's positions	Union failed to prove a compelling need for the changes requested.
06-PN-0742	<a href="#">Marshall, City of</a> Law Enforcement Labor Services, Inc.	Remington, John	9/8/06	Officers-1yr-u; Wages-4%-u (e-3%); FTO pay-no-e; Shift pay increase-n-e; Uniform allowance-no change-e.	2006 - 4%	Duration - expecting compensation study in 2007. Wages-external. FTO Shift & Uniform - insufficient evidence.

06-PN-0916	<a href="#">Ramsey, County of</a> Law Enforcement Labor Services, Inc.	Anderson, Richard	8/21/06	06-2% Mar1-e, '07-2% Mar1, 08-1.5% Mar1 & 1.5% July1-e, (U-3.5%, 3.5%, 3.5%); Change yrs of service for steps -n-u; Deferred comp-y-u; Lic premium-n-e	2006 - 2% 2007 - 2% 2008 - 3%	Wages & Deferred comp - internal. Years of service change and License premium - no compelling reasons given for change.
06-PN-0479	<a href="#">Belle Plaine, City of</a> Law Enforcement Labor Services, Inc.	Boyer, John	8/11/06	2yrs (u-1yr, e-3yr); Holiday prem-y-u; Uniform: +\$20, +\$15-u; Wages-u (e-3%, 3%).	2006 - 3.35% 2007 - 3.3%	Pattern of multiple year contracts. Holidays - external. Uniform-not increased for 3 yrs. Wages-external.
06-PN-0527	<a href="#">Alexandria, City of</a> Law Enforcement Labor Services, Inc.	Anderson, Richard	8/9/06	Sgts: Vac incr-no-e; 1.5 pay for all Hol.-y-u; Uniform incr-no-e; 2006-4%-e (u-4%+\$200); 2007-2% Jan, 3%July-e (u-4%+\$200); Insur-same as officers	2006 - 4% 2007 - 2%, 3%	Vacation, Wages, Insurance,Uniforms based on internal pattern-same as officers. Holiday premium - external market.
06-PN-0605	<a href="#">Ramsey County</a> Teasmeters, Local 320	Miller, Richard	8/9/06	Sergeant's wages-counties position. Union 3.5% each yr plus adjustment to steps = to 10% above corrections	2006 - 2% 2007 - 2% 2008-1.5/1.5%	Internal pattern. Pay equity points suggest corrections should be frozen. Sgts compare to extnl mkt.
06-PN-0476	<a href="#">Redwood County</a> Law Enforcement Labor Services, Inc.	Remington, John	8/3/06	3 yrs-e (u-2yrs); Wages-e (u-4%,4%, 4%); Rotating shift pay-n-e; Uniforms-from \$525 to \$600-u (e-\$550).	2005 - 1.5% 2006 - 2% 2007 - 2%	Duration-18 months into new contract Wages-internal pattern; Shift pay-disputed schedules should be neg.
06-PN-0525	<a href="#">Crystal, City of</a> Law Enforcement Labor Services, Inc.	Jensen, Eugene	7/28/06	FTO +\$.05-u; Investigator no incr-e; Officer in charge +\$.08-u; Single + 1 2006 Insurance-e; 2007 ins reopener-u.	Employer's Positions.	Arbitrator rejected increasing premium by % due to history of parties. Insurance - internal pattern.
06-PN-0511	<a href="#">Lac qui Parle County</a> AFSCME Council 65	Miller, Richard	6/24/06	Deputies/Jailers. Duration-3 yrs-e; 2006-3%-u (e-2.5%), 07-08 not in dispute; wage structure-no-e; Insur-u; on call \$250 to \$282/m-u; Holiday premium - no-e.	2006 - 3% 2007 - 2% 2008 - 2%	Duration, Wages, Insurance-internal pattern. On call-external average. Holiday - no internal nor external support.
06-PN-0326	<a href="#">New Brighton, City of</a> Law Enforcement Labor Services, Inc.	Kircher, Andrea	6/5/06	Wages-e (u-4%, 4%); Insurance-e; School Resource+\$100-u; Det, FTO, Call back, Sick leave increase-n-e; Uniform+\$40-u; MLK Hol-y-u; SELF-u	2006 - 3% 2007 - 3%	Wages & MLK Hol-internal patterns. Det, FTO, Call back, Sick leave & SELF - insufficient data to support any changes.
05-PN-0772	<a href="#">Austin, City of</a> AFSCME Minnesota Council 5	Jacobs, Jeffrey	3/28/06	Comp time-u (see S Jay Dec'06 arb) Er Authority language-y-e; Waiver language-n-u; Sick payout-e; Insur-e; Longevity-no-e; On call pay-no-e; Clothing-e; Wages: '05-0%, '06-2.4% April, 1.6% July; '07-2.4%January, 1.6% Jul; Fire Chief incr of \$3,500-u	2005 - 0% 2006 - 4% 2007 - 4%	Er argued comp time policy not subject to negotiation, but Er listed it as issue. Language dependant on Sara Jay arb. Er Authority-statutory lang;Waiver-new-no compelling reason; Fire chief external market; all other issues - internal pattern.
06-PN-0102	<a href="#">Crow Wing County</a> Law Enforcement Labor Services, Inc.	Holmes, Barbara	3/1/06	Wages-u (e-1.5%, 1.5%, 2%); Court & Call out-no change-e; Shift diff incr-y-e; Floating Holiday from 2 to 3-n-e.	2005 - 3% 2006 - 3% 2007 - 3%	Wages-external (deviations in internal settlements). Shift diff- internal and. external. Other issues-not compelling.

05-PN-1168	<a href="#">Lyon County</a> (Interest Award-Includes Clarification) Law Enforcement Labor Services, Inc.	McCoy, A. Ray	2/22/06	05-0%, 4%merit-e (u-3%, 4%m); '06-0%, 2.5%merit-e (u-3%). Incr Court & Call back pay-no-e; remove sub-contacting-y-u; change Columbus day to floating hol-n-u; Insur change-n-u; Shift differential?-n-e	2005 - 0% 2006 - 0%	Wages-internal. Insurance-failed to provide compelling reason. Other issues not supported by region 8 data. Clarification order explores legal basis for change to award.
06-PN-0030	<a href="#">Minneapolis Park and Recreation Board</a> Minneapolis Professional Employees Assn.	Kircher, Andrea	1/20/06	Add a 6th step to Environment Prog Coordinator-no-e. Union made a pay equity argument.	Employer Position	Statute requires a reasonable relationship, that comparable jobs be paid the same.
FMCS	<a href="#">Virginia Regional Medical Center</a> Minnesota Nurses Association	Remington, John	1/20/06	Wages: July '04-4%, July '05-3%, July '06-3%-u (e-2% Jan '05, 3% July '06, 3% Jan '07). Longevity-no-e. Vacation for 12 hr nurses-u. Eliminate Retiree insurance-no-u Increase life insurance-yes-u. Health Insur. 50/50-e. Change insurance waiting period-no-u.	2004 - 4% 2005 - 3% 2006 - 3%	Wages-external comparisons. Longevity-no due to financial situation. Vacation-benefit enjoyed by 8 hour nurses. Retiree change should be negotiated. Life insurance-external comparisons. Health insurance-hospital's finances. Waiting period-failed to show need.